

## **SUPPORT TO THE HIV/AIDS RESPONSE IN ZAMBIA II (SHARe II)**



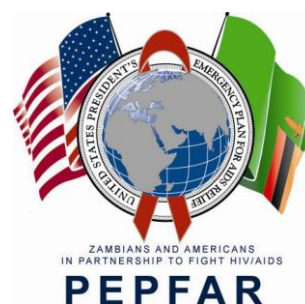
**Quarterly Report**  
**Period: July 1, 2012 – September 31, 2012**

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## Table of Contents

<b>Acronyms</b>	<b>i</b>
<b>I. Executive Summary</b>	<b>1</b>
<b>II. Program Overview</b>	<b>1</b>
SHARE II Project Purpose	1
SHARE II Vision	1
SHARE II Mission	1
SHARE II Project Goal	1
SHARE II Project Objectives	2
<b>III. Activities Undertaken During the Quarter by Objective</b>	<b>1</b>
Objective 1: Strengthen and Expand Leadership Involvement in HIV/AIDS and Improve the Policy and Regulatory Environment	1
I. Strengthen and Expand Leadership Involvement	1
<i>SHARE II Concept Paper on HIV/AIDS Leadership</i>	1
<i>Identifying Stakeholders and Agreeing Mechanisms of Collaboration</i>	1
<i>HIV/AIDS Leadership Support to Traditional Leaders</i>	2
<i>HIV/AIDS Leadership Support to Members of Parliament (MPs)</i>	10
<i>HIV/AIDS Leadership Support for Influential Opinion-Leaders</i>	10
<i>HIV/AIDS Leadership Support for Religious Leaders</i>	11
<i>Development of an HIV/AIDS Leadership Toolkit and Manual</i>	11
<i>HIV/AIDS Leadership: Collaboration and Coordination</i>	11
<i>Support to Local NGO-Partner ZINGO</i>	12
I. Improve the Policy and Regulatory Environment	12
<i>Revision of the National HIV/AIDS/STI/TB Policy of 2005</i>	13
<i>Formulation of the National Alcohol Policy</i>	13
<i>Formulation of the National HIV/AIDS Workplace Policy</i>	14
<i>Tracking the Status of HIV/AIDS Policies in the Public Sector: Support to PSMD</i>	15
<i>Legal Guide for Non-Parliamentarians Participation in the Law Making Process</i>	17
<i>Improving the Capacity of the Judiciary and Law Enforcement to Appropriately Manage HIV-related Cases</i>	17
<i>Moving Selected Pieces of Legislation Forward</i>	20
Objective 2: Strengthen the Organizational and Technical Capacity of Coordinating Structures to Sustain the HIV/AIDS Response	24
I. Strengthen the Capacity of NAC to Coordinate the National Response	24
<i>Support to NAC in the Training of Trainers on the District Coordination Toolkit</i>	25
2. Strengthen Capacities of PATFs & DATFs to Coordinate the Provincial and District Level Response	25
<i>Support to DATF Strategic and Operation Planning Processes</i>	25
<i>Technical assistance to DATF Operational and M&amp;E Plans</i>	25
<i>DATF OCA-Certification Pilot Process</i>	26
3. Strengthen the capacity of civil society organizations to coordinate HIV/AIDS response in their sector	28
<i>Support to the Network of Zambian People Living with HIV – NZP+</i>	28
Objective 3: Strengthen and Expand Workplace HIV/AIDS Programs	29
Implementing the SHARE II HIV/AIDS Workplace Programs Core Package	29
I. Expand and Replicate Efforts in the Private Sector Including Small, Medium and Large-scale Businesses, and the Informal Sector	30

Private Sector HIV/AIDS Leadership Support .....	30
The Tourism HIV/AIDS Public-Private Partnership .....	32
Private Sector Small, Medium and Large Businesses, and Informal Sector Programs .....	34
2. Expand and Replicate Efforts in the Public Sector Including Continued Support and Expansion to Additional Line Ministries .....	36
Public Sector HIV/AIDS Leadership Support .....	36
Government Reform of Public Sector Line Ministries .....	37
Ministry of Finance and National Planning Workplace HIV/AIDS Programs .....	39
Ministry of Commerce, Trade and Industry Workplace HIV/AIDS Programs .....	39
Ministry of Information and Broadcasting Workplace HIV/AIDS Program .....	39
Ministry of Justice Workplace HIV/AIDS Program .....	40
Gender and Sexuality in HIV/AIDS (GESHA) and Positive Action by Worker (PAW) .....	40
Objective 4: Strengthen Collaboration and Coordination of HIV/AIDS Activities with the GRZ, USG-funded Partners, and other Stakeholders .....	43
I. Support Joint Planning with and Buy-in of Programs of HIV Implementers and Stakeholders to GRZ Plans and Strategies .....	43
Support to NAC Coordination of the National HIV/AIDS Response .....	43
Support to USG Bilateral Partner Workplace Programs .....	43
<b>IV. Monitoring and Evaluation .....</b>	<b>44</b>
M&E Support Activities to the SHARE II Secretariat Units .....	44
M&E Support to SHARE II Partners .....	45
<b>V. Finance and Administration .....</b>	<b>45</b>
Contract Award, Planning & Budgeting .....	45
SHARE II 2012 and 2013 Targets .....	46
SHARE II Work-Plan .....	46
Staffing and Recruitment .....	46
Key Personnel .....	46
Other Local Hire Staff .....	46
Procurement: Vehicles and Equipment .....	46
Project Vehicles .....	46
Computers and IT requirements .....	47
VAT Relief from Local Purchases .....	47
Sub-Partners .....	47
Local Sub Partners: ZHECT, ZINGO, LEAD-Program Zambia, ZARAN .....	47
<b>VI. Appendices .....</b>	<b>1</b>
Appendix I: SHARE II Results Framework .....	1
Appendix II: The State of SHARE II Focus HIV-Related Laws .....	1

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## Acronyms

AB	Abstinence, Be Faithful
AIDS	acquired immunodeficiency syndrome
ART	anti-retroviral therapy
CA	cooperative agreement
CAPAH	Coalition of African Parliamentarians against HIV & AIDS
CBA	cost-benefit analysis
CBO	community-based organization
CDC	Centers for Disease Control and Prevention
CHAMP	Comprehensive HIV/AIDS Management Program
COP	Country Operating Plan
CT	counseling and testing
DATF	District AIDS Task Force
DCoP	Deputy Chief of Party
FAWEZA	Forum for African Women Educationalists in Zambia
FAZ	Football Association of Zambia
FBO	faith-based organization
GBV	gender-based violence
GDA	Global Development Alliance
GRZ	Government of the Republic of Zambia
HIV	human immunodeficiency virus
HMIS	health management information system
HOC	House of Chiefs
HR	human resources
JSI	JSI Research & Training Institute, Inc.
IGA	income-generating activity
IMSF	Inter-Ministerial Stakeholders Forum
IR	intermediate result
KAP	knowledge, attitudes and practices
LAZ	Law Association of Zambia
LBF	Lower Business Forum
LTA	Livingstone Tourism Authority
MOAL	Ministry of Agriculture and Livestock
MC	male circumcision
MCP	multiple and concurrent partners
MOCTA	Ministry of Chiefs and Traditional Affairs
MOCTI	Ministry of Commerce, Trade and Industry
M&E	monitoring and evaluation
MOHA	Ministry of Home Affairs

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MOYS	Ministry of Youth and Sports
MOF	Ministry of Finance
MP	Member of Parliament
MOTWSC	Ministry of Transport, Works, Supply and Communications
MOBL	Ministry of Information, Broadcasting and Labor
MOG	Ministry of Gender
NAC	National HIV/AIDS/STI/TB Council
NARF	National HIV/AIDS Reporting Framework
NASF	National AIDS Strategic Framework
NGO	nongovernmental organization
NRFZ	National Royal Foundation of Zambia
OD	organizational development
OHPS	Other Policy Analysis and System Strengthening
OVC	orphans and vulnerable children
PATF	Provincial AIDS Task Force
PC	palliative care
PEP	post-exposure prophylaxis
PEPFAR	President's Emergency Plan for AIDS Relief
PLHIV	people living with HIV
PMTCT	prevention of mother-to-child transmission
PPP	public-private partnership
SHARe	Support to the HIV/AIDS Response in Zambia
SHARe II	Support to the HIV/AIDS Response in Zambia II
SO	strategic objective
SSCI	Seed Certification and Control Institute
TOR	terms of reference
USAID	United States Agency for International Development
USG	United States Government
ZamAction	Zambia Action against HIV/AIDS
ZAWA	Zambia Wildlife Association
ZBCA	Zambia Business Coalition on HIV/AIDS
ZDHS	Zambia Demographic and Health Survey
ZSBS	Zambia Sexual Behavior Survey
ZHECT	Zambia Health and Education Communication Trust
ZINGO	Zambia Interfaith Networking Organization
ZWAP	Zambia Workplace HIV/AIDS Partnership

## I. Executive Summary

The five-year United States Agency for International Development (USAID)-funded Support to the HIV/AIDS response in Zambia (SHARE II) Project was designed by USAID to address the four broad project objectives shown in *Figure 1* below.

Objective 1:	Strengthen and expand leadership involvement in HIV/AIDS and improve the policy and regulatory environment;
Objective 2:	Strengthen organizational and technical capacity of coordinating structures to sustain the HIV/AIDS response;
Objective 3:	Strengthen and expand HIV/AIDS workplace programs;
Objective 4:	Strengthen collaboration and coordination of HIV/AIDS activities with the GRZ, USG funded partners, and other stakeholders

*Figure 1: SHARE II project objectives*

During the July 1, 2012 to September 30, 2012 period, the quarter under review, SHARE II undertook full-scale project implementation.

### In **HIV/AIDS Leadership Programs**

SHARE II provided technical support to increase HIV/AIDS leadership including providing technical assistance to selected SHARE II focus chiefdoms in community development action planning leadership (CoDAP) and operational planning aimed at fostering appropriate community

actions, based on the understanding that HIV/AIDS is a developmental issue and

that addressing HIV/AIDS must be part of any sustainable chiefdom development agenda; defining and agreeing on a framework with the Coalition of African Parliamentarians against HIV/AIDS – Zambian Chapter (CAPAH-Zambia) for technical support in HIV/AIDS leadership; and training religious leaders in HIV-related advocacy and correct and consistent HIV/AIDS messaging. Sixteen out of 35 focus chiefdoms have completed the CCA and CoDAP processes. The next key phase for these fourteen is training of leaders in HIV/AIDS advocacy and in correct and consistent HIV/AIDS messaging so that these leaders can provide much needed HIV/AIDS leadership at the local and national levels. SHARE II has put in place an implementation schedule for CAPAH-Zambia that will ultimately not only contribute to moving forward selected legal and policy processes, but increase local resource allocation to HIV/AIDS and health. Religious leaders trained in HIV/AIDS leadership by SHARE II will contribute to the fight against HIV-related stigma and discrimination in the church and in the general community, and are expected to be a powerful advocacy voice on behalf of Zambians living with HIV and those affected by HIV.

In **Policy and Regulatory Environment Programs** SHARE II worked closely with government structures and institutions, and other key stakeholders to contribute to efforts to improve the policy and legal environment in Zambia to improve protections for people living with HIV (PLHIV) and those affected by HIV/AIDS. Activities undertaken include support to advance review and formulation processes for the National HIV/AIDS/STI/TB Policy, the National Alcohol Policy, the National Workplace HIV/AIDS Policy; training support for Zambia Police Services (ZPS) for training in-service senior law enforcement officers in the appropriate handling of counterfeiting cases that have a bearing on HIV/AIDS such as counterfeit anti-retroviral drugs (ARVs), counterfeit condoms, and fake infant formula; and technical support towards integrating HIV/AIDS into the training curricula of legal institutions of higher learning. The National HIV/AIDS/STI/TB Policy is in its initial stages of review. SHARE II wrote the concept paper that is guiding the review

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process, and is assisting in constituting the various policy review committees and writing the guidelines for the committees. Under SHARe II technical leadership and MOH overall leadership, the National Alcohol Policy is almost complete with only public sector inputs remaining before tabling before Cabinet through a cabinet memo. The National Workplace HIV/AIDS Policy is complete and is only awaiting approval by Cabinet. Training activities for both the Judiciary and law enforcement in appropriate HIV-related case management is a currently ongoing activity aimed at standardizing and improving handling and adjudication of HIV-related cases brought before the Zambian courts, in the absence of a specific HIV/AIDS law. Integrating HIV/AIDS in the curricula of legal institutions of higher learning is intended as a more sustainable solution to the current challenges the legal system is facing in handling HIV-related cases, with the expectation that lawyers would come into service already HIV/AIDS-savvy.

In **Coordinating Structures Programs** SHARe II strengthened the capacities of HIV/AIDS coordinating structures to coordinate, manage, and implement national and community-level HIV/AIDS responses through technical assistance. Support provided to coordinating structures in the public sector and to selected umbrella civil society organizations included support to implement an Organizational Capacity Assessment (OCA) and certification process for the District AIDS Task Forces (DATFs) that assesses institutional capacities and quality of service provision, thus allowing for continuous improvement; providing technical support to the DATFs in development of strategic and operational plans that are responsive to local epidemics; and providing technical support to the Network of Zambians Living with HIV/AIDS (NZP+) to finalize and launch its strategic plan. The OCA-certification is an external review and evaluation that measures DATF performance using a set of pre-defined performance benchmarks or standards that also measure quality of services provided. Because the OCA-cert is not a self-assessment, but rather uses external assessors, it is excellent both for measuring and comparing performance across DATFs, and for tracking trends within each DATF, from baseline. We expect that certification will provide an incentive for DATFs to improve performance in order to be certified. Currently, NZP+ and by extension a large proportion of the PLHIV response is under threat because the organization has no funding, is unable to manage itself, and its public image is badly dented. The strategic plan is one in a series of TA activities aimed at reviving NZP+.

Under its **Workplace HIV/AIDS Programs** SHARe II expanded access to programs in public, private, and informal sector workplaces, and fostered linkages and referral systems with community-level partners and implementers to increase access to HIV prevention, care, support and treatment services for employees, dependents and where feasible, to defined outreach communities to reduce HIV-related employee absenteeism and deaths, and ultimately contribute to improved productivity. Specific activities undertaken include training of Peer Educators in both the public and private sectors; expansion of the Tourism HIV/AIDS Public Private Partnership outside Livingstone to the Lower Zambezi and Mfuwe; and advocacy and technical support to the public sector to obtain management buy-in into workplace HIV/AIDS programs as a strategy to revitalize the public sector response to HIV/AIDS, which is still sub-optimal.

SHARe II activities, results, and achievements are discussed in more detail below, in the main report.



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## II. Program Overview

The USAID-funded Support to the HIV/AIDS Response in Zambia II (SHARe II) project was signed on November 9, 2010 for a five-year period extending through November 4, 2015. SHARe II is implemented by John Snow Inc. (JSI) and partners: Initiatives Inc.; LEAD Program-Zambia; Zambia AIDS Law Research and Advocacy Network (ZARAN); Zambia Interfaith Networking Organization on HIV (ZINGO); and Zambia Health Education and Communication Trust (ZHECT).

### SHARe II Project Purpose

The purpose of the SHARe II project is to support and strengthen the multi-sector response to HIV and AIDS and contribute to USAID/Zambia's achievement of its Country Development Cooperation Strategies (CDCS), specifically *Development Objective 3 or DO 3: Human Capital Improved through IR 3.2 Health Status Improved*, to reduce the impact of HIV/AIDS through Multi-Sector Response, and ultimately, the attainment of GRZ's vision of a 'nation free from the threat of HIV/AIDS'. SHARe II builds upon successes, innovations and best practices, including those from SHARE I, and works through strategic coalitions and partnerships with the National AIDS Council (NAC) and other stakeholders to support Zambia's HIV/AIDS response efforts, and thus contributing towards the attainment of Zambia's vision of a 'nation free from the threat of HIV/AIDS'.

### SHARe II Vision

The SHARe II Vision is an enabling environment that supports an equitable and sustainable HIV/AIDS multi-sectoral response at all levels.

### SHARe II Mission

The SHARe II Mission is to serve as a catalyst in the development of a sustainable HIV/AIDS multi-sectoral response at all levels, through innovative leadership involvement, an improved policy and regulatory environment, effective structures for coordination, collaboration and technical support, and enhanced workplace programs, to reduce the impact of HIV/AIDS in Zambia.

### SHARe II Project Goal

SHARe II's Goal is to support the GRZ's vision of "a nation free from the threat of HIV/AIDS," working in partnership with the NAC and other GRZ agencies and institutions, cooperating partners, and other stakeholders and partners, to contribute to efforts to reduce and mitigate the impact of HIV/AIDS in Zambia.

The SHARe II project addresses the following Intermediate Results (IRs) under USAID/Zambia's Country Development Cooperation Strategies (CDCS) 2011 -2015, specifically Development Objective 3 or DO 3 - *Human Capital Improved*:



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**USAID DO3 Human Capital Improved:** Human capital is a multi-dimensional concept that merges the knowledge, skills, and capabilities that people need for life and work. It refers to education and health levels as they relate to economic productivity, and is a crosscutting constraint in Zambia, that must be addressed holistically rather than as discrete interventions. Human capital requires an educated populace that is able to make sound decisions that affect the health and welfare of families, and a healthy populace that is able to participate fully in education and economic opportunities.

**USAID IR 3.2 Health Status Improved:** Improved health status reduces household and government expenditures on health care, freeing resources for more productive investments thus contributing to human capital as well as rural poverty reduction;

**USAID Sub IR 3.2.2 Health Systems and Accountability Strengthened:** USAID/Zambia activities to improve health systems and accountability will include improving human resource capacity and management, drug logistics, monitoring systems, and capacity to conduct research and develop new interventions; and

**USAID Sub IR 3.2.3 Community Health Practices Improved:** USAID/Zambia assistance activities will work with community organizations to reach citizens and increase their knowledge of preventive behaviors and healthy practices.

## **SHARe II Project Objectives**

To achieve success toward realizing these IRs, SHARe II has the following four USAID-assigned project objectives or tasks:

- Objective 1: Strengthen and expand leadership involvement in HIV/AIDS and improve the policy and regulatory environment;
- Objective 2: Strengthen organizational and technical capacity of coordinating structures to sustain the HIV/AIDS response;
- Objective 3: Strengthen and expand HIV/AIDS workplace programs; and
- Objective 4: Strengthen collaboration and coordination of HIV/AIDS activities with the GRZ, USG funded partners, and other stakeholders.

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### III. Activities Undertaken During the Quarter by Objective

#### **Objective I: Strengthen and Expand Leadership Involvement in HIV/AIDS and Improve the Policy and Regulatory Environment**

Through this objective, SHARe II strengthens and improves the overall HIV/AIDS response environment to enable and facilitate the scale-up of a sustained and appropriate, multi-sectoral HIV/AIDS response, through engagement, mobilization and equipping of leaders at all levels with the necessary skills to be effective change-agents, and through strengthening and supporting the enactment, formulation, and implementation of appropriate HIV/AIDS-related policies and laws.

##### **I. Strengthen and Expand Leadership Involvement**

SHARe II works with political, traditional, religious, and other influential opinion-leaders (musicians, sportsmen, etc.) using tailored packages of interventions to increase their leadership and participation in HIV/AIDS on two main levels. At the structural level, SHARe II provides technical support to leaders, to enable them to deal with structural factors that increase HIV vulnerability and hamper the HIV/AIDS response, including providing technical support to leaders to formulate and enact appropriate HIV/AIDS-related policies and laws; technical guidance for providing leadership to change harmful socio-cultural practices and norms; and advocacy support to increase local resource allocation for the national HIV/AIDS response. SHARe II also works with leaders at the behavioral level to build skills and competencies to use their vast authority and reach to enhance the HIV/AIDS response by leading efforts to discourage harmful behaviors such as multiple concurrent partnerships, gender-based violence, and property-grabbing from widows and orphans, and to promote helpful interventions such as condom use, male circumcision, couple HIV testing and counseling, PMTCT, and early entry into HIV care and treatment.

##### **SHARe II Concept Paper on HIV/AIDS Leadership**

SHARe II has written a concept paper outlining its thinking on how to involve various types of leaders in the HIV/AIDS response. This is a comprehensive write-up that categorizes the different types of HIV/AIDS leaders, how SHARe II will engage them in the HIV/AIDS response, their roles and responsibilities in HIV/AIDS, the rationale for engaging them, and the expected outcomes of their engagement.

##### **Identifying Stakeholders and Agreeing Mechanisms of Collaboration**

SHARe II identified most of its key HIV/AIDS leadership stakeholders during the first year of program implementation in 2011. The process is however an ongoing one, as additional stakeholders are identified and come on board. During this quarter, SHARe II began working with the leaders of three more chiefdoms: Senior Chief Inyambo Yeta's chiefdom of Mwandia chiefdom in Western Province; Senior Chief Ndungu of Ndungu chiefdom in Zambezi, North Western Province; and Chief Mumena of Mumena chiefdom in Solwezi in North Western Province.

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Community Capacity Assessments (CCAs) were done with each of these chiefdoms, and Community Development Action Planning (CoDAP) was done with Senior Chief Inyambo Yeta's Mwandu chiefdom. In addition, SHARE II met with the new Minister of Chiefs and Traditional Affairs (Hon Prof Nkandu Luo), the Deputy Minister, and the Ministry's Permanent Secretary to provide a brief overview of the work SHARE II is doing with the chiefdoms, learn the Ministry's plans to work with traditional leaders, and determine how SHARE II and the Ministry can collaborate in future work with traditional leaders. In this meeting, the Minister expressed her sincere appreciation of SHARE II's work in the chiefdoms and gave a brief description of the Ministry plans to work with all of Zambia's chiefdoms in the near future. SHARE II will continue to engage with the Ministry to learn more about possibilities for collaboration and also to begin developing a plan for the sustainability of SHARE II's chiefdom work by engaging and possibly working with counterparts in the Ministry.

### **HIV/AIDS Leadership Support to Traditional Leaders**

SHARE II works with traditional leaders in Zambia to strengthen their leadership of chiefdom-level HIV/AIDS responses and to equip them to act at the national level as key advocates for the Zambian people on HIV/AIDS issues. SHARE II works with traditional leaders at two levels to build leadership capacity: the national level through the National Royal Foundation of Zambia (NRFZ) and the chiefdom level through SHARE II's Package of Support to the Chiefdoms, which is implemented in 35 chiefdoms.

**National Royal Foundation of Zambia (NRFZ):** SHARE II continues to maintain a relationship with some members of the NRFZ through its 35 partner chiefdoms. Zambia has 287 chiefdoms and of these, 260 are male-headed chiefdoms and 27 are female-headed chiefdoms; nearly all chiefs and chieftainesses are members of the NRFZ, with most belonging to provincial chapters of the NRFZ. It is important for SHARE II to support the NRFZ, because the NRFZ is a civil society group that was created when the House of Chiefs was weak and not functioning optimally. The leader of the House of Chiefs is a member of the NRFZ Executive Committee, which contributes to the cordial relationship maintained between these two groups. However, it has been a challenge for SHARE II to work closely with the NRFZ because it does not have a Secretariat and its members span the breadth of the country. Furthermore, SHARE II has inadequate funding to help the NRFZ establish a Secretariat as initially requested. Instead, SHARE II will propose to the NRFZ Executive Committee that they should consider requesting a member chiefdom to host their Secretariat, drawn from chiefdoms most would view as central, geographically. The Secretariat could be hosted on a rotational basis among these chiefdoms. SHARE II believes this is a more sustainable solution that addresses NRFZ's lack of Secretariat rather than establishing a Secretariat in Lusaka, with no long-term plans for operational funds to support it.

**SHARE II's Package of Support to the Chiefdoms:** SHARE II provides a package of HIV interventions tailored to meet the needs of each chiefdom. This includes:

- Identifying chiefdom priorities through a community capacity assessment process and a participatory strategic planning process for chiefdom development and poverty-reduction that mainstreams HIV as a developmental issue;
- Enabling key chiefdom leaders (chief and his/her chiefdom council, and political, religious, and other influential opinion-leaders) and equipping them to provide leadership on HIV issues including correct HIV messaging, leading advocacy, addressing issues of gender and

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HIV, establishing local HIV impact mitigation measures, and leading efforts for community resource mobilization;

- Improving the legal protection of women and girls by training customary law local court magistrates to appropriately handle and refer HIV-related cases and training chiefdom leaders in gender and HIV/AIDS issues;
- Strengthening community HIV coordination mechanisms by linking the chiefdom response to national HIV/AIDS coordination efforts through district-level coordination structures; and
- Increasing individual/household economic resiliency to HIV through combined HIV and entrepreneurship trainings aimed to provide economic strengthening support to informal sector workers.

**Expansion of the Chiefdom Intervention:** Although SHARe II initially planned to work with 30 chiefdoms across Zambia, it is now working with 35 chiefdoms, and it continues to receive many requests from chiefs and MPs to extend the HIV/AIDS leadership work to even more chiefdoms. Most of these requests come from those that have heard or seen the benefits of work in the chiefdoms supported by SHARe II. Although SHARe II would like to expand and work with these chiefdoms, it is not possible to accommodate all due to financial and human resource constraints. SHARe II also wants to ensure the quality of its work is not compromised by taking on more chiefdoms than it can manage.

**SHARe II Approach to Initiating Chiefdom Support:** The entry-point for SHARe II interventions in the chiefdoms is two-fold: 1) a chiefdom capacity assessment (CCA) that assesses leadership capacities and competencies to lead HIV/AIDS responses and community capacities and competencies to implement and participate in HIV/AIDS programs and 2) a participatory development and poverty-reduction strategic-planning process that mainstreams HIV/AIDS as a developmental issue (*poverty is a key driver of HIV/AIDS in Zambia*). The two processes require the involvement of the chief, the village headpersons, religious leaders, the area member of parliament, and other influential leaders in the chiefdom. Some aspects of the CCA require the participation of ordinary community members as well. Chiefdoms that have undergone these two processes approach HIV/AIDS very differently – they understand what they have to do and why, in order to respond appropriately to HIV/AIDS in their chiefdoms, and with this understanding, are more committed to supporting HIV/AIDS interventions. Because the processes are participatory, the chiefdoms are guided to define their own problems and assisted to come up with their own locally relevant solutions.

A key success of these two processes is that chiefdom leaders gain an understanding of the structural factors that drive HIV/AIDS, such as poverty and gender inequalities, and eventually come to the realization that they must act at the structural level to address these factors in order to mitigate the chiefdom's problems with HIV/AIDS. In addition, the leaders learn there is a need to act at multiple levels to support behavior change that prevents HIV transmission and promotes greater uptake of HIV-related services. As a result of SHARe II work, it is easier for other HIV implementers and development partners to work in these chiefdoms because the local leaders are primed, ready, and willing to take the initiative to improve on their own, and they understand the value of technical assistance and partnerships in achieving their own strategic goals.

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**Chiefdom Capacity Assessment (CCA), HIV/AIDS Focus Group Discussion (FGDs) and Community Development Action Planning (CoDAP) for Chiefdoms:** During this quarter, SHARe II carried out three CCAs and one CoDAP in three chiefdoms.

Chiefdom Capacity Assessment (CCA): The objectives of the CCA are to establish chiefdom baseline capacity; to assist chiefdoms to identify areas in need of improvement; and to prioritize problems and issues. The CCA assesses the following parameters in the chiefdom: governance; management systems and practices; financial management and practices; sustainability; information systems; performance management; service delivery; and HIV/AIDS leadership and response management. The CCA is a time for self-reflection and self-analysis for the chiefdom. It calls for honesty in answering all questions because interventions depend on the answers provided. The CCA is the foundation on which the CoDAP is based. The gaps identified in the CCA are addressed in the CoDAP. The traditional leaders, the chiefs and village headmen/women in most of these chiefdoms, are capable people able to clearly and coherently express themselves and articulate issues that affect them. Some of these people are retired workers – civil servants or those from the private sector – and their experiences add value to the process. This is advantageous because some of these chiefdoms have significant developmental challenges and need the knowledge, skill-sets and experience of all their people to improve.

Three chiefdoms were assessed this quarter and, like most of the 19 chiefdoms assessed so far, scored low in most assessed parameters. In particular, almost all chiefdoms scored very poorly in areas of governance and documentation. Most chiefdom information and processes are passed on verbally from one generation to another, so there is very little documentation of anything – cultural, financial, or political. Much information has been lost because of the lack of documentation. Surprisingly, the CCAs found that presence of NGOs or CBOs in chiefdoms did not affect how chiefdoms performed in the measured parameters, revealing the fleeting impact and transient nature of such organizations in the chiefdoms. Most chiefdoms do not have stakeholder mapping or analysis to help them coordinate NGO and other partner activities in their chiefdoms, and often viewed the NGO/CBO partners in their chiefdom as *‘short term visitors who do their programs then exit, leaving things to return to normal’*. In addition, the CCAs revealed that although most of the chiefdoms are endowed with natural resources and can raise substantial financial resources for their people and for community development, most do not benefit from these resources or even realize the resources are theirs. The SHARe II intervention has helped generate awareness among traditional leaders of the resources chiefdoms have and how they can be used to maximize benefits for the chiefdom. The CCAs revealed that in some chiefdoms, the chief was the sole benefactor from the natural resources and did not distribute the money earned equitably across the chiefdom and/or use it in a way that benefits the entire chiefdom. In such chiefdoms, the ordinary people especially appreciated SHARe II’s interventions, as they become more aware of what was rightfully theirs. In the odd case, the chief was not appreciative of SHARe II’s work, likely because he preferred the status quo. However, SHARe II is already noticing an attitude change among chiefs who seem to be increasingly aware that the benefits derived from a chiefdom’s resources must be equitably shared with everyone in the chiefdom.

Community Development Action Planning (CoDAP): During the quarter, one CoDAP was conducted in Senior Chief Inyambo Yeta’s Mwandi chiefdom, bringing the total CoDAPs completed under SHARe II to seventeen. This chiefdom, like the other chiefdoms in Western Province, is large and covers the entire district of Sesheke. The CCA process in Mwandi was at

first received with suspicion from the headmen due to the prevailing political climate in the province; the headmen thought SHARe II staff were government agents. However, with advocacy and patient explanations and engagement, the headmen eventually realized that the process was largely apolitical and that it formed the foundation for their development planning process. Once they were convinced that the goal of the intervention was solely to benefit the chiefdom, the headmen became cooperative and contributed well to the discussions.



*Figure 2: The Headpersons and Indunas who attended the Mwandi Sesheke CoDAP, in front of the Mwandi 'Kuta'*

A great and rewarding aspect of both the CCAs and CoDAPs is the commitment of the leaders to the process. The chief was an inspiration to the people and encouraged all his indunas (senior headpersons) to take the program seriously for it was meant for the development of the district and the chiefdom. In a demonstration of their appreciation of the support from USAID and SHARe II, the chiefdom sent a deputation to SHARe II to express their gratitude and also to apologize for their initial suspicions.

Follow-up and Operational Planning: SHARe II made follow-up visits to three chiefdoms in the last quarter – Mwape, Singani and Bwile chiefdoms – to provide technical assistance and support implementation of operational plans. SHARe II also made a follow-up visit to Shakumbila to present the operational plan to the chiefdom for comments. One of the MPs from the area, Hon Austin Milambo, attended this meeting, just as he and the other area's MP had attended the previous CoDAP meetings. The involvement of the area's two MPs in the CoDAP and operational planning process inspired and encouraged the Shakumbila community and headmen. Such involvement by the MPs had been non-existent in the past, so the community and its traditional leaders are very excited about this change. Now both the MP and the chief are working together for the common good of Shakumbila's people.

**HIV/AIDS Social Mobilization activities during traditional ceremonies:** SHARe II realizes the importance that traditional ceremonies play in the lives of Zambians and especially those living in the chiefdoms. Traditional ceremonies are a time for reflection and to showcase the tradition, customs and beliefs of the chiefdom – to themselves, to their children (the future leaders of the chiefdom) and to those coming from outside the chiefdom. Communities attach much importance to these ceremonies and have very deep-seated beliefs and connections to them. As such, SHARe II saw an opportunity to work with the chiefs and other chiefdom leaders to mainstream HIV/AIDS in traditional ceremonies.

This quarter SHARe II worked with Senior Chief Ndungu of Ndungu chiefdom in Zambezi and Senior Chief Puta of Bwile chiefdom to mainstream HIV/AIDS into traditional ceremonies. With the support of Senior Chief Ndungu who had attended a SHARe II-led HIV/AIDS messaging training, SHARe II worked with community health workers who had undergone refresher training in HIV/AIDS to sensitize the people who had come to attend and/or participate in the Likumbi Lya Mize Ceremony. Similarly, HIV/AIDS messaging was successfully mainstreamed during Bwile chiefdom's traditional ceremony, which celebrates the people's ability to overcome adversity, such that the Bwile people were challenged and equipped to proactively fight the chiefdom's most



fierce, latest adversity - HIV/AIDS. This is the first time HIV/AIDS messaging has been successfully incorporated into traditional ceremonies and the experience provides a best practice that can be expanded upon in other chiefdoms in the future.

**HIV/AIDS Messaging Training for Traditional Leaders:** SHARe II conducted an HIV/AIDS messaging training for the chiefs/chieftainesses and/or their representatives from the 35 chiefdoms with which SHARe II works using the draft HIV/AIDS Leadership Talking Points as the main training tool. This training addressed the root cause of leaders' lack of initiative or leadership in the fight against HIV/AIDS: insufficient knowledge on HIV/AIDS. For the majority of chiefs, this was the first training in HIV/AIDS messaging they had ever attended.

Responding to the requests from some of the chiefs for VCT services, SHARe II arranged for VCT services to be provided to the chiefs during the training sessions as their first overt demonstration of their HIV/AIDS leadership, and over 40% were counseled and tested for HIV, and received their test results. The chiefs hoped this gesture would serve as encouragement for their subjects and other Zambians to get tested and know their HIV status. Since this

meeting, some of the chiefs have used their newly acquired skills to personally sensitize their chiefdoms on HIV/AIDS, every opportunity they get. They use traditional ceremonies, chiefdom meetings and other chiefdom and national fora to talk about different aspects of HIV. A telling example was Chief Mukuni's speech (chief Mukuni attended the HIV/AIDS Messaging training provided by SHARe II) during this year's Mukuni chiefdom Lwiindi (the Mukuni Lwiindi was attended by Princess Anne of Great Britain and the First Lady Dr. Christine Kaseba) – three quarters of the chiefs speech addressed the issue of HIV/AIDS, and encouraged subjects and other listeners to collectively work towards HIV prevention for the negatives and greater uptake of HIV-related services for those who are living with HIV.



Figure 3: Chiefs who attended the SHARe II training on HIV/AIDS messaging wait their turn for VCT in front of the testing tent

### *SHARe II Chiefdom Intervention: Selected Results in Year One*

After one year of program implementation in the chiefdoms, results that can be attributed to SHARe II's interventions and technical support to the chiefdoms are beginning to emerge:

- I. **Bwile Chiefdom Mainstreams HIV/AIDS into the Bwilile Traditional Ceremony:** The Bwile people of Luapula Province celebrate an annual festival commemorating their history, specifically their triumph over adversities, such as hunger, wild animals, crocodiles and hostile tribes. Dr. Katele Kalumba, Zambia's former Minister of Finance and also a senior headman in Bwile chiefdom who attended SHARe II's HIV/AIDS messaging training, galvanized the chiefdom's leaders to incorporate HIV/AIDS messaging into the Bwilile traditional ceremony. Although the other headmen initially resisted the idea, they eventually realized that such an intervention was necessary for the chiefdom's survival – and speaking of overcoming HIV/AIDS fit the festival's theme perfectly. Therefore, for the first time, Senior Chief Puta,



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Dr. Kalumba, and other leaders used the Bwile traditional ceremony to encourage and equip the people of Bwile chiefdom to overcome HIV/AIDS as they had overcome earlier adversaries. They creatively used allegory to encourage and promote behavior change for HIV prevention, condom use, medical male circumcision, and greater uptake of HIV-related services including HIV testing and counseling (HTC), ART, and PMTCT.

2. ***Members of Parliament and Traditional Leaders in Shakumbila Chiefdom Unite to Fight HIV/AIDS and for Development:*** SHARe II recognizes the important role that both the traditional and political leaders, led by the chief and Members of Parliament, respectively, play in any chiefdom's advancement. Both groups have the concerns of their people at heart, and they desire development for their chiefdom/constituency, but collaboration between these groups of leaders is often lacking. Shakumbila chiefdom has demonstrated, however, that these leaders can work together, and in doing so, they become a stronger force that can advocate for and bring resources and development to the chiefdom. Through the CoDAP process, Shakumbila's traditional and political leaders have united for the first time to work towards the chiefdom's development. The two MPs from Shakumbila have been involved with the strategic plan development process from the beginning, working side by side with the chiefdom's traditional leaders. They understand the issues and challenges faced by the people in the chiefdom and they, together with the chief, are working towards improving the lives of the people through advocacy and providing leadership in developmental programs. Both groups understand that HIV/AIDS cannot be tackled without addressing issues of development, so the two groups are working together towards eradication of not only HIV/AIDS but also other developmental challenges, such as poverty, lack of roads, insufficient agricultural inputs and other developmental issues. A corollary of the CoDAP process is that the community now knows it needs to hold its leaders accountable, having participated in the chiefdom CoDAP process and being fully in support of the plan for development of their chiefdom. One very notable thing that has happened in this community since SHARe II started working with them is the community's resolve to start doing things and providing leadership on issues that they would have waited for someone else to do before. An example of this is how one of the headmen organized a medical male circumcision camp in his area in support of HIV prevention, that saw sixty-one men and boys become circumcised in just three days. This was a first in this traditionally non-circumcising land where men looked down on circumcised men and male circumcision was traditionally not accepted.
3. ***Community Development Action Planning Process Pushes Mwape Chiefdom into Self-reliance:*** The Mwape chiefdom, located in Nyimba of Eastern Province, epitomizes the hard-to-reach chiefdoms that have not seen much development despite the rich surroundings (in this case, the immense wildlife sanctuary that is found in the chiefdom, that offers great potential for tourism-related development). However, Mwape chiefdom has already started to make strides in development because of the developmental strategic plan SHARe II helped the chiefdom to develop, which also mainstreams HIV/AIDS. Participating in the CoDAP process convinced Mwape residents that they need not always wait for GRZ to do things for them, but to initiate their own development programs, and renewed their sense of commitment to development. For a long time the chiefdom needed an office where the chief and indunas could work from and hold meetings, and a courthouse where cases that need adjudication could be heard and handled. The chiefdom was aware that this need was there, and they were waiting for GRZ to help them to build the office space and courthouse. In the

past they would have continued to wait for government to come and assist them construct these buildings, but now the people of Mwape chiefdom have decided to make the construction happen. After their CoDAP process, they embarked on an ambitious exercise of molding bricks for the required offices and courthouse. Everybody, including the chieftainess, has been involved in this exercise. The women of Mwape break stones for brick molding and building and the men build kilns and tend to kilns to ensure the bricks are properly baked. Chieftainess Mwape travels from village to village encouraging her people and reminding them of their chiefdom's vision of development. As a result, the people of Mwape have already

molded 86,000 bricks, far more than is required for the offices and courthouse. GRZ has taken note of this initiative and has undertaken to provide matching resources to facilitate the construction. The CoDAP transforms, liberates, and empowers community leaders, sometimes instantaneously. They become increasingly aware of their individual and communal worth, what natural resources are available in their chiefdom, what they can do to improve their chiefdom and their people, and how they can work with their chief to benefit from their chiefdom's resources and develop the chiefdom. The CoDAP is a people-driven and participatory process. It is the chiefdom's ideas, experiences, and expectations that are defined through the CoDAP, and the process and product are proudly owned and valued by the participants. Mwape chiefdom and indeed the other chiefdom SHARE II has worked with can attest to this.



*Figure 4: Operationalizing the CoDAP - the foundation of the Mwape chiefdom's courthouse, laid on the 'foundation' of the SHARE II-supported Mwape chiefdom CoDAP process*

### *SHARE II Chiefdom Intervention: Selected Lessons Learned in Year One*

SHARE II has learned a number of very valuable lessons in implementing the chiefdom HIV/AIDS leadership intervention that can inform other SHARE II programs and other implementers.

1. ***Acknowledging and respecting community structures and working through these structures produces the best results:*** While SHARE II brings a set of technical competencies in community planning and HIV/AIDS, the knowledge and wisdom for organizing communities and solving community problems lies within the chiefdom. Respectful relationships that acknowledge and appreciate what each party brings to the table create harmonious partnerships and ultimately produce the best results. One of SHARE II's core values is 'respectful relationships'. Putting this to practice in the chiefdoms has enabled the project to achieve great success. SHARE II has found when chiefdom leaders are treated with respect, they contribute invaluable guidance and support to the CCA and CoDAP processes and take ownership of the results. SHARE II asks the chief and the royal council for continued guidance throughout the intervention to help the traditional leaders become leaders of their own developmental programs and to demonstrate to the community that SHARE II seeks to implement the intervention in line with local culture and knowledge.

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2. ***Chiefdoms take pride in their development and the overall development process, including their financial, material, and intellectual contributions:*** SHARE II learned that when chiefdoms are treated as the key partner in their own development, they take pride in contributing to the success of the development processes and are prepared to withstand temporary discomfort in order to get the job done. For example, SHARE II has made cost sharing a central theme to its chiefdom projects, giving communities the responsibility of hosting the CCA and CoDAP workshops. Instead of being held in a hotel, these workshops are held in the villages in any space the participants see fit (e.g. under a tree, in a classroom, or in a church hall). Participants take responsibility for providing and cooking their own meals, contributing foodstuffs, like chickens, goats, cattle, and/or mealie meal, for communal cooking and consumption. Participants also host other participants to help those coming from far away attend and not be hindered by accommodation costs; for example, headpersons living near the meeting venue frequently house headpersons who come from afar. Because the chiefdoms are active participants – not merely recipients – in the CCA and CoDAP, they truly own the processes and value the products. As such, they participate freely, with pride and a sense of ownership, which greatly enriches both the process and final product. This also allows SHARE II to utilize its funds to support more projects, as it does not have to bear the hosting costs for the CCA and CoDAP processes.
  3. ***Zambian chiefdoms have rich human resources that give them the capacity to drive their own development:*** One of the most surprising lessons SHARE II learned is how rich chiefdoms are in terms of people and experience. The chiefdoms have a wealth of experienced, talented, current and retired workers who can contribute effectively towards achieving the intended developmental goals and provide valuable advice to the chief and his advisors. For example, in Bwile chiefdom, famous Zambian politician Dr. Katele Kalumba participated in the entire CCA and CoDAP processes. His knowledge, expertise, and experience – gained from working both in and out of the chiefdom – helped the chiefdom frame its key development issues. He was also able to provide cultural-specific guidance and leadership on how the chiefdom may drive forward its developmental agenda.
  4. ***Involving MPs and other civic leaders in community planning processes is critical for success:*** SHARE II has long recognized the importance of including the entire chiefdom leadership unit – both traditional and political leaders, led by the Chief and the MP(s), respectively – in the CCA and CoDAP processes. When the chief, MP(s), and other leaders are all present during the CCA and CoDAP they are able to maximize their individual and joint understanding of issues and problems facing the community and design the most effective, holistic solutions together. The involvement of civic leaders also creates greater opportunities for advocacy and support from outside the chiefdom. For example, in almost all chiefdoms, civic leaders, such as district commissioners and councilors, have attended and contributed to the CoDAP process. They listened to the concerns of the people and lent their assistance through their knowledge and input. Even more importantly, though, the civic leaders gained a better understanding of the challenges the chiefdoms are facing, making it easier for them to advocate on the chiefdom's behalf for HIV/AIDS and other developmental issues.
  5. ***Involving MPs in chiefdom development processes is challenging and requires innovation:*** SHARE II has found it challenging to ensure the chiefdom's MPs attend the CCA and CoDAP processes. Sometimes it is not possible for the MPs to attend because Parliament

is in session. Some MPs do not attend because they have never undertaken developmental planning, and do not view these developmental planning processes as a priority. To overcome this difficulty, SHARE II has developed a strategy that draws these MPs into the work occurring in their constituencies. SHARE II either visits the MPs in Lusaka when Parliament is in session or invites them to the SHARE II office. In these meetings, SHARE II discusses progress in the work being done in their respective chiefdoms through the CoDAP process and asks the MPs for their views and input on this work. This approach has galvanized these politicians to become more involved.

### HIV/AIDS Leadership Support to Members of Parliament (MPs)

SHARE II held meetings with CAPAH-Zambia executive members in the previous quarter to discuss collaboration on the HIV/AIDS response, and a concept paper outlining SHARE II – CAPAH-Zambia collaboration was finalized, with input from CAPAH-Zambia, and accepted by both sides. Collaborative activities that focus on the following will begin in the upcoming quarters:

- Support for a workplace HIV/AIDS programs for MPs.
- Advocacy for increased local resource allocation to HIV/AIDS.
- Provision of visible political HIV/AIDS leadership to promote HIV prevention and uptake of HIV services.

In this quarter, consensus on the rollout of collaborative HIV/AIDS activities was reached between CAPAH-Zambia and SHARE II. In July 2012 during the non-sitting period of Parliament, CAPAH-Zambia had a retreat to orient its members to their HIV/AIDS leadership roles and responsibilities and assign smaller committees to deal with priority HIV-related legislative and leadership activities in their scope of work.

### HIV/AIDS Leadership Support for Influential Opinion-Leaders

**Collaborating with Zambia Association of Musicians (ZAM):** SHARE II has built on the predecessor SHARE project, which worked successfully with influential young opinion leaders, particularly musicians, to improve HIV/AIDS leadership among Zambia's youth. SHARE II has helped organize ZAM musicians to take the initiative to mainstream HIV/AIDS into their music, and thus become an integral partner in the HIV/AIDS response in Zambia. During this quarter, SHARE II trained 23 young musicians in HIV/AIDS leadership and peer education. Trainings equipped musicians with skills to reach other young people with HIV/AIDS messages. Musicians successfully used their training to provide HIV/AIDS sensitization in many Lusaka schools.

SHARE II partnered with trained peer educators from ZAM to carry out HIV/AIDS sensitization among fifteen schools in Lusaka, reaching an estimated 5,000 students. The sensitization was done with the full support of the Ministry of Education through the Permanent Secretary's office; the District Education Board officer even partially oversaw the activity, as she accompanied the musicians to some of the schools. The HIV/AIDS sensitization sessions proved to be very popular among students, who



Figure 5: HIV/AIDS Leaders - Popular musician BFlow entertains pupils at Matero High School after providing HIV/AIDS sensitization

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appreciated the candid, open discussions they were able to have from the well-informed, and well-respected, musicians. These sessions triggered so much dialogue that students continued to ask the musicians questions through SMSs long after the in-class sensitization ended. The musician-led HIV/AIDS sensitization project was so successful that the Ministry of Education has requested SHARe II to expand the program to other schools.

### **HIV/AIDS Leadership Support for Religious Leaders**

***Inclusion of HIV/AIDS in the curriculum for theological training institutions:*** Consultative meetings with theological colleges continued this quarter. The Zambia Interfaith Networking Group on HIV/AIDS (ZINGO) met with the Evangelical Bible College in Mufumbwe, Zambia Agricultural College and Theological Studies (ZACTS) in Solwezi, the Living Waters Bible College in Kitwe, and the Methodist Bible College (Kafakumba Training Centre) in Luanshya to see whether these institutions have incorporated HIV/AIDS and gender issues into their curriculum. ZINGO and SHARe II will collaborate with the Curriculum Development Center to begin start working on curriculum development this quarter.

***Support to the Seventh Day Adventist (SDA) Church:*** Working together with Latkings, SHARe II provided HIV testing and counseling services to the SDA church members who had a two-week church crusade in Lusaka. Eighty people were tested for HIV; two were HIV positive, and were referred to HIV care services

### **Development of an HIV/AIDS Leadership Toolkit and Manual**

SHARe II has developed *HIV/AIDS Leadership Talking Points for Zambian Leaders*, to equip Zambian leaders to reach their constituencies with correct and effective HIV/AIDS messages. These talking points have been finalized and have been submitted to USAID for concurrence to print. Once the talking points are approved by USAID, they will be translated into local languages and distributed to all the leaders who have been trained and those who will be trained. To go with the HIV/AIDS talking points, SHARe II has developed an HIV/AIDS Leadership manual and toolkit, which includes tools to build skills and competences in different areas of HIV/AIDS leadership, such as advocacy, resource mobilization, gender issues, and stigma and discrimination. The manual also includes a new chapter on HIV/AIDS leadership in the context of Zambian law. SHARe II expects that as capacity is built, it will enable leaders to identify local community resources and/or advocate for more national resources for the HIV/AIDS response. In the next quarter, more leaders will be trained in correct HIV/AIDS messaging to help increase HIV/AIDS leadership.

### **HIV/AIDS Leadership: Collaboration and Coordination**

***Collaboration with USG and other Partners in the Chiefdoms:*** During the quarter under review SHARe II explored further areas of collaboration with other partners. During operational planning, SHARe II worked very closely with other chiefdom stakeholders and partners who assisted in the development of the operational plans. The district AIDS coordination advisors (DACAs) and other officials from government ministries were involved in the Shakumbila and Mukuni operational planning processes. SHARe II is building strong relationships with other implementers in the chiefdoms. Other USG-funded and non-USG-funded NGOs and CBOs are



invited to attend CoDAPs and operational planning, so that all chiefdom development partners are on the same page and buy into the chiefdom strategic development plans.

## Support to Local NGO-Partner ZINGO

The Zambia Interfaith Networking Group on HIV/AIDS (ZINGO) is an umbrella organization that works with faith mother bodies to coordinate the faith-based HIV/AIDS response. SHARE II recognizes the importance and strategic position of faith-based organizations in the fight against HIV/AIDS. The majority of Zambian churches and their congregants are members of one of the seven faith-based mother bodies that work with ZINGO to coordinate the faith-based HIV/AIDS response. ZINGO is one of the four SHARE II local partners. A key aspect of the ZINGO scope of work under SHARE II will focus on building HIV/AIDS leadership competencies among religious leaders in Zambia.

SHARE II has continued to hold regular meetings with the Zambia Interfaith Networking Group on HIV/AIDS (ZINGO) to discuss program implementation, and ZINGO has continued to support the Mother Bodies by providing training in HIV/AIDS messaging, advocacy, and leadership. A key aspect for ZINGO's scope of work under SHARE II is to focus on building HIV/AIDS leadership competencies among religious leaders in Zambia. To do this, SHARE II worked with ZINGO and the Mother Bodies to adapt the HIV/AIDS leadership toolkit for religious leaders. Although the toolkit has not yet been officially launched, the ZINGO secretariat has already used the toolkit to train three Mother Bodies: the Independent Churches of Zambia (ICOZ), Evangelical Fellowship of Zambia (EFZ) and Islamic Supreme Council (ISCZ). Each of these Mother Bodies then used the toolkit to train pastors and Ministry leaders from their respective religious institutions.

Table 1 shows the overall FY2012 (Q1-Q4) achievements in the area of HIV/AIDS Leadership

*Table 1: Strengthening and increasing HIV/AIDS Leadership – Selected FY2012 (Q1-Q4) Results*

Indicator	Number Reached (FY2012)				
	Male	Female	Total	Target	% Achieved
<b>1.2 Capacity building for HIV/AIDS leadership</b>					
Traditional Leadership					
Chiefdoms Reached			<b>17</b>	<b>16</b>	<b>106%</b>
• Community Capacity Assessments (CCA)	1,082	238	1,320	2,090	63%
• Community Development Action Planning (CoDAP)	964	374	1,338	2,090	64%
Other Influential Opinion-leaders (Zambia Association of Musicians -ZAM)	17	3	20	N/A	
Political Leaders (CAPAH-Zambia)	50	11	61	N/A	
<b>1.3 Leaders trained in HIV/AIDS Advocacy/Messaging</b>	<b>125</b>	<b>49</b>	<b>174</b>	<b>195</b>	<b>89%</b>
Traditional Leaders	46	7	53	N/A	
Religious Leaders	60	34	94	N/A	
Influential Opinion-leaders (ZAM)	19	8	27	N/A	

## I. Improve the Policy and Regulatory Environment

Zambia's HIV/AIDS response faces many challenges regarding policy, rights, and legal issues related to HIV that must be addressed in order for the country's response to HIV/AIDS to be successful. SHARE II is keenly aware that policy and legal changes take time to implement and require GRZ

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ownership and leadership to be accepted and effective. SHARe II's approach to working in the HIV-related policy and regulatory environment area takes into account this valuable lesson; SHARe II works collaboratively with key stakeholders, and importantly forms respectful partnerships with GRZ counterparts in order to provide technical support to legal and policy processes to achieve program objectives.

According to the National AIDS Strategic Plan (NASF) for 2011 – 2015, the principal focus of the national response is the prevention of new HIV infections; the treatment, care, and support of those infected or affected by HIV/AIDS; mitigation of the impact of the epidemic; strengthening of the enabling environment including legislative changes and the reduction of HIV/AIDS related stigma and discrimination. These are mutually reinforcing elements towards an effective response to HIV/AIDS. An effective response to the HIV/AIDS epidemic requires respect for and protection and fulfillment of all rights - human, civil, political, economic, social and cultural. It also requires that the fundamental freedoms of all people are upheld in accordance with the Constitution of Zambia and existing international conventions, human rights principles, norms and standards. Many factors create and sustain vulnerability to HIV infection and heighten stigma and discrimination in Zambia. SHARe II undertook the following activities during the quarter in support of GRZ efforts towards and improved policy and regulatory environment:

### **Revision of the National HIV/AIDS/STI/TB Policy of 2005**

SHARe II is providing technical assistance to the National HIV/AIDS/STI/TB Council (NAC) in the process for the review and revision of the National HIV/AIDS Policy of 2005. This area represents a key Task I deliverable for SHARe II and an important deliverable for the national HIV/AIDS response. In the last quarter we reported that a consultant had been engaged by NAC to lead the policy review and formulation exercises. The role of SHARe II in the review process is to provide technical assistance and guidance to NAC, the consultant, and the National Steering Committee (NSC) to ensure the various stages of the review process remain technically sound and grounded.

In the quarter under review, SHARe II worked with NAC and the NSC to ensure that the policy review process remained on course. Specifically, SHARe II worked with the NAC consultant to develop a list of key informants to be interviewed to provide information on the performance of the National HIV/AIDS/STI/TB Policy of 2005, as part of the situation analysis. In addition, SHARe II staff continued to function and facilitate as defacto specialists for NAC and the multi-sectoral HIV/AIDS response with regard to policy issues because there are no policy specialists in the establishment and among the staff of NAC

### **Formulation of the National Alcohol Policy**

SHARe II has been the lead technical advisor to the Ministry of Health (MOH) in the development of the NAP. The entire process of developing this policy has generated unprecedented interest among a lot of stakeholders who would want to play their part to reduce the devastating effects of alcohol-related harm on Zambian society. In the previous quarter we reported that the DRAFT NAP was to be circulated to the line Ministries for additional comments and to also ensure that it was congruent with existing public policies under the different ministries.



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During the quarter under review, and in support of the Ministry of Health (MoH), SHARe II produced draft copies of the NAP and circulated them to the rest of the public sector. Following their review of the draft policy, SHARe II financially and technically facilitated a consultative meeting coordinated by the Policy Advisory Committee of Cabinet Office who recommended that after final amendments suggested by the various sectors have been incorporated, the draft NAP be presented by the MOH policy unit to the Minister of Health for development of the Cabinet Memo. At the time of writing of this report sectoral submissions had been incorporated and the NAP was undergoing final review by MOH and SHARe II policy specialists, ahead of submission to the Minister of Health for him to draft a Cabinet Memo to approve the policy.

***Proposed Development of the Civil Society Organization against Alcohol Strategic Plan:***

Although the NAP is still to be finalized and approved, it has created a lot of interest among key stakeholders who have already started using some of its constituent components to prepare for its implementation and to advance implementation of ongoing activities. In the previous quarter we reported that Civil Society Organizations (CSO) who are working in the area of alcohol-related harm reduction have formed a loose alliance which they have called the Zambian Alliance Against Harmful Use of Alcohol (ZAAHA). We reported, further, that the main mandate of ZAAHA is to provide a platform where CSOs will share experiences and lessons learned in their different activities around alcohol. We reported furthermore, that SHARe II provided technical advice to the alliance by taking them through the entire draft policy so that they clearly understand its provisions. In this quarter CSOs have further advanced the process of operationalizing the draft NAP to guide the development of the ZAAHA strategic plan. SHARe II, once again, is providing technical support to the ZAAHA on how to create a logical link between the NAP and the proposed ZAAHA strategic plan. This important activity is in line with the NAP sectoral responsibilities for civil society, and is an important aspect of policy operationalization.

**Formulation of the National HIV/AIDS Workplace Policy**

A key activity for SHARe II is to provide support to NAC in the formulation of the National HIV/AIDS Workplace Policy. However, by the time SHARe II was awarded in November 2010, the formulation process had already commenced and was well under way, under the leadership of the then Ministry of Labor, Sports, Youth and Gender (MLSYG). A consultant had been hired to work on the policy and the policy was already in the process of being written. SHARe II made efforts to get engaged in the process during the previous quarters. Of concern, the policy was being formulated without open stakeholder input and without a clear roadmap. SHARe II has engaged into policy formulation process through its HIV/AIDS advisory role to the Department of Labor-ZFE-Unions tripartite. SHARe II technical advising resulted in the formation of a national steering committee to provide guidance to the policy development process, and provision of space and opportunity for broader stakeholder input to the process.

In the last quarter we reported that the overarching National HIV/AIDS Workplace policy was at the stage when we were waiting for the signing of an already prepared Cabinet Memo, which would effectively make it an approved formal document to be used in the public domain. The status quo has remained in that the Cabinet Memo has not been signed. The biggest contributing factor to this state of affairs has been the continued shifting or realignment of the Department of Labor (DOL) from Ministry to Ministry. Initially the DOL was with the Ministry of Labor and Social Security Services. Following the ushering-in of the Patriotic Front government in September

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2011, the DOL was moved to the Ministry of Information and Broadcasting, which became the Ministry of information, Broadcasting and Labor. Just as the department was beginning to settle down, it was again moved a few weeks ago during the quarter under review, to become the Ministry of Labor and Social Security. We anticipated that there will be further delay in the approval process for this policy, as most the original DOL staff was re-assigned during these transitions, and are no longer with the department.

In the previous quarter, we also reported that the Ministry of Labor and Social Security had a newly recruited Permanent Secretary and newly recruited staff who all needed an in-depth orientation session on workings of the Ministry before embarking on any major work. As a result, we anticipated that it would take a while before the overarching National Workplace HIV/AIDS Policy can even be put into action.

In the quarter under review, the Ministry staff under the leadership of the chairperson for the National Steering Committee, for the National Workplace HIV/AIDS Policy development, re-circulated the policy to the public sector. SHARE II played a critical technical leadership role to help orient the newly reconstituted Ministry staff on the National Workplace HIV/AIDS Policy and the stage it has reached in order to help ensure that the policy formulation process does not lose direction or get completely derailed. The re-circulated draft policy has since been re-finalized and presented to the Minister of Labor, who is yet to sign the Cabinet Memo to GRZ signal approval.

### **Tracking the Status of HIV/AIDS Policies in the Public Sector: Support to PSMD**

A major gap in the HIV/AIDS response in Zambia is the poor performance of the public sector in fully responding to the HIV/AIDS epidemic. SHARE II is providing support towards re-vitalizing the public sector response in a number of ways including providing HIV/AIDS leadership capacity building and support, providing support in HIV-related policy development, and support in implementing workplace-based HIV/AIDS programs in eight ministries. In view of the almost completed over-arching National Workplace HIV/AIDS Policy, the Public Service Management Division (PSMD) has committed to work with SHARE II to support the public sector with policy review. SHARE II and PSMD have agreed on a mechanism for reviewing all workplace policies in the public sector in preparation for aligning them with the National Workplace HIV/AIDS Policy when it is completed and approved. Part of this includes the development of a template that will guide policy review and alignment.

Building on work done in previous quarters, during the last quarter SHARE II conducted an orientation workshop for the public sector where the Public Services management Division (PSMD) and line ministries were oriented on the steps of HIV/AIDS policy development and how to link these policies to firstly, the draft National Workplace HIV/AIDS Policy and secondly, the National HIV/AIDS/STI/TB Policy. SHARE II also finalized the meta-analysis of all HIV/AIDS Workplace policies in the line ministries, which formed the baseline of the status of policy development in the public sector. This baseline also formed the basis for the development of individualized technical support plans for each of the line ministry.

During the quarter under review, three ministries moved their policy review/formulation processes to the 'zero draft' stage. Although the rest of the ministries show no movement, there was a lot of intra-step progress made and SHARE II is on hand to provide technical assistance. As

part of the TA all line ministries attended an orientation workshop on how to mainstream gender in HIV/AIDS policies and received gender-mainstreaming templates, which they are currently using as part of the situation analysis tools. This workshop is highlighted later in the report. All the reviewed policies will contain a section that will ensure that every department in each line ministry will mainstream/integrate HIV/AIDS in their usual work.

Table 2 below shows the baseline status and the status in quarter (Q2), quarter 3 (Q3) and quarter 4 (Q4) of Ministry HIV/AIDS policies as at September 30, 2012.

*Table 2: Tracking public sector workplace HIV/AIDS policy formulation review*

Line Development	Ministry/Stage of Policy	Nothing Done Yet	Situation Analysis	Draft Zero	Pre-final Draft Policy	Final Policy	Draft
1.	Ministry of Agriculture and Cooperatives	Q2	Q3; Q4				
2.	Ministry of Commerce, Trade and Industry	Q2		Q3; Q4			
3.	Ministry of Communications, Transport and Works and Supply	Q2	Q3; Q4				
4.	Ministry of Community Development and Social Services	Q2	Q3; Q4				
5.	Ministry of Defense						
6.	Ministry of Education	Q2	Q3	Q4			
7.	Ministry of Energy and Water Development	Q2	Q3; Q4				
8.	Ministry of Tourism and Arts	Q3; Q4					
9.	Ministry of Finance and National Planning	Q2	Q3; Q4				
10.	Ministry of Foreign Affairs	Q2	Q3; Q4				
11.	Ministry of Gender and Child Welfare	Q2; Q3; Q4					
12.							
13.	Ministry of Health	Q2; Q3	Q4				
14.	Ministry of Home Affairs	Q2	Q3; Q4				
15.	Ministry of Information and Broadcasting Services	Q2	Q3; Q4				
16.	Ministry of Justice	Q2	Q3	Q4			
17.	Ministry of Labor and Social Security	Q3	Q4				
18.	Ministry of Lands	Q2	Q3; Q4				
19.	Ministry of Local Government and Housing	Q2	Q3; Q4				
20.	Ministry of Mines, Environment and Natural Resources Development	Q2	Q3; Q4				
21.	Ministry of Science, Technology and Vocational Training	Q2	Q3; Q4				
22.	Ministry of Youth and Sports	Q2	Q3; Q4				

### **Mainstreaming HIV/AIDS/Gender/Human Rights into Public Sector Policies and Programs:**

Human rights have been central to the response to the HIV/AIDS epidemic in Zambia. This approach initially emphasized the inclusion of, and non-discrimination against two particular risk groups, which include women and the girl child. However, as the landscape of the epidemic has been changing, the gender and human rights dimensions have been changing. Social and economic rights, including the right to health-care; gender equality and women's human rights; and men's responsibilities and rights, are beginning to emerge within the international and local dialogue on

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human rights and HIV/AIDS. Taking advantage of the ongoing policy development process in the line ministries, SHARE II collaborated with the Ministry of Gender and Child Development, to conduct a two-day workshop to orient Focal Point Persons (FPPs), from the public sector on how best they can mainstream gender and human rights into workplace HIV/AIDS policies. A key focus of the workshop was to highlight the relationship between gender inequality and HIV/AIDS, and to help clarify and build understanding of the multiple ways in which women, men and children are differently affected by HIV/AIDS. All line ministries are using the tools shared during the orientation workshop to ensure that the situation analyses being conducted as part of their policy formulation and review processes take into gender and human rights dimensions.

*Support to the Independent Churches of Zambia (ICOZ) HIV/AIDS Policy Formulation Process:* In the last report we stated that SHARE II was supporting the Independent Churches in Zambia (ICOZ) to develop and launch their HIV/AIDS Policy, which was at the time in its final draft. During the quarter under review, with technical support from SHARE II, the ICOZ draft policy passed through even more consultative processes, which led to its further refining. The policy was finalized and has since been sent to USAID for concurrence to print.

### **Legal Guide for Non-Parliamentarians Participation in the Law Making Process**

A key gap identified through SHARE I evaluations and from other external sources is that civil society in Zambia does not fully participate in policy formulation and law-making processes related to HIV/AIDS. To contribute to addressing this gap and assist civil society to become fully engaged in law-making processes and to do so at the right times, SHARE II has developed a *Legal Guide for Participation in the Law Making Process in Zambia for Non-parliamentarians*. The Legal Guide provides basic and simplified information to civil society organizations and citizens on how they can actively participate in the legislative process. The main purpose for the Legal Guide will be to increase on the number of civil society organizations involved in the legal reform process in the area of HIV/AIDS in Zambia and enable them to contribute effectively to efforts aimed at improving the legal and policy environment as it relates to HIV/AIDS in Zambia. Consultation and stakeholder input to this document is now complete. We expect to have a final version of the Legal Guide for submission to USAID for final edits and comments, and concurrence to print in the coming quarters.

### **Improving the Capacity of the Judiciary and Law Enforcement to Appropriately Manage HIV-related Cases**

***Integrating of HIV/AIDS into Pre-service Legal Curricula:*** Stemming from the deliberations of the legal and policy stakeholder meetings that are held on a quarterly basis, the strategy of improving the capacity of legal practitioners to manage HIV/AIDS related cases through the mainstreaming of HIV/AIDS into the curricula of legal studies has gained momentum. In the last quarter we reported that SHARE II continued giving technical support to the National Institute of Public Administration (NIPA), the Zambia Open University (ZOU) and Cavendish University Zambia (CUZ) in integrating HIV/AIDS into pre-service training curricula for legal practitioners. We also reported that there was a request from NIPA to extend the mainstreaming of HIV/AIDS into all courses being offered by the college such as Human Resource management, Business Administration, Project management, Public Relations etc. in the college's bid to provide the country and the region with HIV/AIDS competent graduates.

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In the period under review SHARE II went a step further and engaged NIPA to explore the feasibility of responding to their request of helping them to mainstream HIV/AIDS/Gender and Human rights in all courses. The first step has been to agree with NIPA that the request is huge and hence requires very careful planning for. To this end we have agreed that the approach needs to be broken down into phases including conceptual, planning, execution/implementation and evaluation phases. What remains now is to develop a reasonably detailed joint concept paper and activities for all these broad phases and implement them.

Opportunity for Collaboration with Harvard University Law School: While HIVAIDS has been with us for the past three decades, there are still some aspects of the response where local 'how-to' experience is insufficient and external expertise is required - one such area is the integration of HIV/AIDS into legal studies. The unprecedented interest displayed by institutions of higher learning for legal studies has led SHARE II to consult further and learn from institutions and organizations that have experience in this kind of work. Through this research, we have learned that there are opportunities for south-to-south collaboration and for collaboration with US-based institutions of higher learning. SHARE II with support from JSI Home Office in Boston, is working on a plan to collaborate with the Harvard University Law School which has been running an integrated HIV/AIDS law program for more than 25 years. The idea is for SHARE II to function as the bridge or facilitator of having Harvard help Zambian Institutions of higher learning which are offering law so that they too can strategically begin to mainstream HIV/AIDS, Human Rights and Gender into their legal curricular, with the intention of graduating already HIV/AIDS-savvy legal practitioners. This activity is now planned for FY 2013.

***Training In-service Judiciary Legal Practitioners in Appropriate HIV-related Case-Management:*** SHARE II has been having discussions with the Judiciary on how to best implement this support. A key sticking point has been the payment of sitting allowances to attend training, which are reportedly part of the conditions of service for the Zambian Judiciary, but which SHARE II is contractually unable to pay. During previous quarters, through much consultation and advocacy, SHARE II and the Judiciary had reached an agreement where sitting allowances will either be waived or paid by the Judiciary. SHARE II finally received official communication to this effect during the last quarter and began implementing its much-delayed planned activities in this area. In the period under review, SHARE II, working with local NGO partner ZARAN, trained 292 magistrates out of the planned for 300, accounting for 97% achievement. The achievement in an otherwise potentially difficult to work environment can be attributed to the extensive planning that was embarked on in the first quarter, especially the high-level buy-in that was obtained from the Judiciary. The training provided to the Judiciary is structured as follows:

**Day one** of training covers basic HIV/ADS information including transmission, prevention, and care and treatment. Stigma and discrimination, gender and human rights are also discussed in detail. This day lays a very strong foundation upon which magistrates base their training for the next three days. On **day two** the trainees are introduced to selected HIV-related cases from the region e.g. South Africa and Uganda, and beyond such as Canada, the United States of America and the United Kingdom where non-discriminatory HIV/AIDS law is more advanced. The purpose of this exposure is to give the magistrates an opportunity to understand that HIV/AIDS is a legal issue and that there are cases currently in the world, which they can use as precedent to those which commonly present in the Zambian courts. **Day three** of the training is dedicated to going

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into the details of the principles of law, which might be invoked in HIV-related cases. This involves revisiting the appropriate basic principles of law including the Constitution, the Penal Code and the Criminal Procedure Code. On the last day of the training, **day four**, the trainees are given the opportunity to use the knowledge gained thus far by applying it to Zambian cases both hypothetical and real. They reflect on real cases, which have presented before them, and through group discussions and plenary, they exchange ideas and knowledge on how they would have adjudicated if they had had the knowledge and skills they have now acquired.

Both the Ministry of Justice and the leadership of the Judiciary have embraced the training. They value it to the extent of assigning a dedicated Senior Human Resource Officer (HRO) to the SHARe II program in order to ensure that the program remains on course. The Judiciary has already consented to the idea of following-up all trained magistrates in order to determine the extent to which they will be using their newly acquired knowledge in their day-to-day work. Going forward, the Judiciary is already preparing by way of zoning the training program for local Court Magistrates who have been targeted for quarter 4 of the year.

***Training of the Police in HIV/AIDS Practical Aspects of Adducing Evidence and Prosecution of Counterfeit Crimes:*** The Zambia Police Service, through their Director of Training, has been attending the SHARe II facilitated quarterly meetings for legal and policy practitioners. In the previous quarter, we reported that SHARe II had partnered with the Zambia Police Service, through their Directorate of Training to plan for training Senior Police Officers who are involved in dealing with counterfeit crimes some of which have a bearing on the dynamics of the HIV response. We also reported that our target of training the police in this and other aspects of HIV/AIDS management is 200 law enforcement officers for FY 2012.

In the period under review SHARe II trained 109 very senior police officers in HIV-related cybercrime, intellectual property and counterfeit crimes that negatively impact the HIV/AIDS response in Zambia. The ZPS reports an increase in the incidence of these crimes and literature highlights the correlation between counterfeit crimes and the quality of life of People Living with HIV/AIDS (PLHIV). Working with the ZPS Training Directorate, SHARe II has designed a short course for the Law Enforcement Agents such as the Police, which highlights the negative impact of such crime and how law enforcement agents can play a pivotal role to guarantee the safety of particularly those who are living with HIV. The first in-service officers to undergo this pilot were a dynamic team comprising the entire Police Command including all Police Commanders at Force Headquarters (including the Deputy Inspector General) and all Regional Commissioners. A brief description of some of these crimes is provided below:

Counterfeit Crimes involving antiretroviral drugs (ARVs): In Zambia, fake ARVs have already been identified and retrieved from the local market. This is a very serious crime with serious consequences on the PLHIV population who might purchase these ARVs and take them, even though they are not efficacious. Therefore, the police have a very critical role to play in ensuring that when they are called upon by any section of society to investigate any suspicious drugs, they do their work efficiently and effectively, because this is an issue of life and death.

Counterfeit Crimes involving fake condoms: Condoms are meant to be the first physical barrier to protect sexual partners from the transmission of both HIV and other sexually transmitted infections. Condoms must be of the right quality and must be stored appropriately. However, fake



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condoms have been spotted on the Zambian market and they are a real danger to society because they will not offer the required protection. It was discussed that the police need to increase their cooperation with the Consumer Protection Commission of Zambia and thoroughly investigate all suspect condoms in order to protect the general public from accessing the fake condoms that carry a risk of HIV infection.

Counterfeit crimes involving fake milk formula: Research has shown that for a baby who is born HIV negative and is exclusively fed on milk formula (i.e. not breastfed), the chance of HIV transmission is reduced to barely zero. However, this is an expensive route that not many Zambians can afford. However, for those who can afford, it is the surest way of not infecting the baby. Unfortunately some Zambian shops have stocked fake milk formula for babies. Fake milk has the potential to cause diarrhea, does not possess the required nutritional value and may even contain potentially harmful chemical substances. It is a danger to the lives of babies who may depend on them. The police play a critical role in ensuring that the perpetrators of such crimes are not only brought to book, but that such crimes are prevented from occurring in our society.

At the request of ZPS high command, SHARe II is now assisting the Police Training Schools of Lilayi and Kamfisa to mainstream this course as well as Human Rights and HIV/AIDS into the training curricula of police recruits. At the time of writing this report 100 recruits had just completed a pre-service course, which was being used as a pilot for more substantive work in months and years to ahead. We however note that much more research needs to be done to define the extent of HIV-related cybercrimes, intellectual property, and counterfeit crimes in Zambia in order that the response and TA provided is evidence-based and adds value.

### Moving Selected Pieces of Legislation Forward

Legal reform in Zambia takes time and requires the involvement and participation of many stakeholders, preferably working under the overall leadership of a GRZ institution, who for reasons longevity can see legal reform works embarked upon to their intended conclusion. SHARe II is working on five pieces of Legislation and a summary of the status of these pieces of legislation is described below:

1. **The Employment Act:** SHARe II was consulted and requested by the Ministry of Labor and Social Security (MLSS), later the Ministry of Labor, Sport, Youth and Gender (MLSYP), most recently the Ministry of Information, Broadcasting and Labor (MOIBL), and now the Ministry of Labor and Social Security (MLSS) through its support to the MLSS-ZFE-Unions tripartite, to review the proposed Employment Act (Cap 268) to strengthen it further, before it could finally be submitted to the appropriate committee by the Ministry. The Employment Act (Cap 268) is one of the laws that require amendment. Upon review by SHARe II, it was quickly evident that HIV/AIDS provisions were not included in the proposed Act. SHARe II requested that the process be broadened to involve other legal partners, but the Ministry explained that this was not possible. The SHARe II team made its reviews expeditiously, under the technical leadership of its legal team, and proposed HIV/AIDS provisions to be included. SHARe II was later given the opportunity by the Ministry to review the final draft of the Employment Act. The project had the opportunity to read the draft Act in its entirety and give further input.



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One of the new inclusions is the proposition for every workplace to develop workplace HIV/AIDS policies and implement workplace HIV/AIDS and programs. If this submission will be approved by Parliament, then workplace HIV/AIDS programs will become an integral part of the core mandates of all places of work. This will include, at an operational level, ensuring HIV/AIDS work is provided with a budget line – this will greatly assist in achieving the sustainability we envision for workplace-based HIV/AIDS programs. The second inclusion is the proposition that the Employment Act includes a clause that categorically states that there shall be no testing for HIV as a precondition for employment. This means that where HIV is included as part of the normal medical examination it will not be used as a condition to deny an individual employment on the basis of their HIV status. This Act, which had reached Presidential assent stage, was referred back to Parliament because of the on-going restructuring and re-alignment of Line Ministries. Initially the Ministry of Labor and Social Security was the sponsoring Ministry through the Department of Labor (DOL). When the DOL moved to the Ministry of Broadcasting and Information, the sponsoring Ministry became the Ministry of Broadcasting, Information, and Labor. Now that the DOL has moved back to make up the Ministry of Labor and Social Security, the sponsoring Ministry has changed again, or rather come full circle in a changed way. The most significant change is that most of the key staff that helped author the amendments are no longer with DOL – we anticipate that this will delay the review and re-submission of the Act for Presidential Assent. SHARE II will keep following up with DOL for updates on the status of this amendment.

2. **Deceased Brothers Widows Act:** Discussions with the Zambian Chapter of African Parliamentarians against HIV/AIDS (CAPAH-Zambia) MPs and desk review in Parliamentary archives have helped SHARE II to understand the rationale behind this Act of Parliament. This is an archaic law, which was first enacted in 1926 and only reviewed in 1964. The context in which it was enacted was paternalistically traditional when it was assumed that the woman was incapable of surviving on her own without being married. The other reasons were that it was necessary to maintain the family unit and unity even when a man died by making it easy for the brother of the deceased to marry the widow and take over the responsibilities of a husband. Furthermore, it was believed that this was the best way to appease the spirits of the departed. Paradoxically, even though this law appears to be discussing traditionally and customary related issues, it found its way into Statutory Law and it has maintained its presence for generations. Through preliminary discussions with some CAPAH-Zambia members and legal practitioners in the country, there is consensus that is a highly discriminatory that should not be part of the Laws of Zambia and indeed any progressive country. This Act practically classifies the widow together with other property within the estate of the deceased, which can be inherited and owned. The Law is also against the spirit of the International Declaration of Human Rights and the Freedom of choice under the Zambian Bill of Rights among others. SHARE II is working with CAPAH-Zambia and other stakeholders to have this Act repealed.

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3. ***The Gender Based Violence Bill:*** This Bill has now become Law. It was assented to by the Republican President in March 2011 and became law. The role of SHARE then was to ensure that HIV/AIDS issues were included in some of the sections where it was appropriate. This was conclusively and effectively done at Committee Stage. In March, 2011 this Bill was assented to by the president and it became law and it became known as The Anti-Gender Based Violence Act No. 13 of 2011. A key gap of this Act is that it has no provisions in the Criminal Procedure Code and also has no Guidelines or Statutory Instrument (SIs) on which the Judiciary can base adjudication and penalties. SHARE II has been working collaboratively with the then Division of Gender in Development (GIDD) and now the Ministry of Gender and Child Welfare, together with other stakeholders, to consider mechanisms of addressing these gaps. SHARE II is providing technical leadership to a selected team of stakeholders which has been selected from the Gender Stakeholders Forum mandated to specifically advance forward the advocacy work which is directed to the Minister of Gender and the Minister of Justice to expeditiously develop SIs which will effectively address the current lacuna of there being no guidelines on how to operationalize what is provided for in the Act. In previous quarters, SHARE II was deeply involved in the simplification of the Anti-Gender Based Violence Act No. 13 of 2011. SHARE II is working with CAPAH-Zambia to address some of these gaps. Additionally, the SHARE II chieftdom intervention in selected chieftdoms, provides an opportunity to leverage this comparative advantage to sensitize traditional leaders on the provisions of the simplified Act and to disseminate it in widely in these chieftdoms.
  4. ***The Industrial and Labor Relations Act:*** According to the Ministry of Labor, this Act of Parliament is scheduled to come up for review during the sitting of this Parliament (2011 – 2015). SHARE II has taken advantage of this intention by the DOL on some pertinent HIV/AIDS issues and how they are being addressed in the diaspora, and how these might be included in the revised Act. For example, the 88th International Labor Organization Convention revised the maternity, breast-feeding mothers' and extension of leave in case of illness. Thus in line with the ILO Convention recommendations, the DOL is considering the possibility of including in the Industrial and Labor Relations Act two critical provisions: The first being a consideration for an optional extension of maternity leave for HIV positive mothers who would want to exclusively breastfeed for six months; and the second being a consideration of requiring employers to create baby-friendly workplaces where breastfeeding mothers would be allowed to have breastfeeding breaks within the work environment. SHARE II will continue providing technical advising to the review process, and will also work with CAPAH-Zambia to help move the process forward, more expeditiously.
  5. ***The Prisons Act:*** The object of the Prisons Act is to provide for the establishment of a prison service to manage and control prisons. The prisons have a capacity of 4,000 but in July 2012 they held over 15,000 inmates, of whom over two thirds were on remand, and this number has since reportedly increased. Inmates on remand are held together with convicted criminals, in extremely overcrowded prisons. Apart from tuberculosis, HIV/AIDS and other sexually

transmitted diseases are the most prevalent diseases among prisoners; overcrowding in prisons exacerbates the situation. The 2010 National Prisons Survey on HIV and AIDS risk behaviors and sero-prevalence showed that 4, 000 inmates of the 15, 038 inmates countrywide are infected with HIV translating to about a third of inmates living with the virus while 15 per cent had sexually transmitted infections (STIs). The major risk behavior for HIV transmission in prisons was identified as unprotected sex between male inmates (sodomy), tattooing, sharing of needles during drug use, and sharing of shaving instruments. Preliminary discussions have been held with the Zambia Prison Service command regarding the possibility of strengthening the Act so that the good provisions are implemented through Statutory Instruments and guidelines. SHARe II has discussed the possibility of housing inmates on remand and convicts in separate prisons, and has initiated discussions for the consideration of allowing prison inmates to exercise their conjugal rights. Should inmates be allowed conjugal visits, it would be possible to legally introduce condom distribution within the prison system. The proposal that has received more support is the promotion of community service sentences for minor offences instead of custodial sentences in order to decongest the prisons. The last point has further been discussed during SHARe II-supported Judiciary trainings, to bring to the attention of adjudicators some of the challenges the Zambia Prison Service is facing and how the Judiciary can help. The Zambia Prison Service is examining some of these proposals and will provide guidance on the way forward.

Considering that legislation takes even longer if the primary movers of legal reform (i.e. legislators) are not actively engaged, SHARe II decided to change its strategy for advancing the key HIV-related pieces of legislation it is working on. In July, SHARe II organized a retreat for CAPAH-Zambia whose aim was to review selected pieces of legislation and propose how legal reform on these pieces of legislation can be taken forward. The retreat, which was officially opened by the Deputy Speaker of the National Assembly Hon. Mkondo Lungu - MP, generated a lot of debate and discussions. *Table 3 below* summarizes of the pieces of legislation presented to the legislators, the key issues identified, and the proposed follow-on steps:

**Table 3: Pieces of legislation presented to CAPAH-Zambia legislators, issues raised and proposed next-steps**

Title of Piece of Legislation	Issues raised	Proposed next steps	Responsible Person	Role of SHARe II	Time Fram
<i>Anti-Gender Based Violence Act</i>	Absence of subsidiary law annex to the substantive law.	Engage Minister of Gender and Child welfare to initiate the process of developing Sis which will eventually make the Act operational.	CAPAH Chairperson	SHARe II to prepare technical notes and talking points which CAPAH will use during the meeting with Minister	Dec. 20112
<i>Deceased brother's Widow's Marriage Act</i>	It has since become obsolete law, degrades the widow, removes her rights and is a dangerous law in the era of HIV	Parliament to repeal the Act. Proposed that let it be a Government Bill in order to be repealed quickly	CAPAH Members.	SHARe II to prepare technical notes for CAPAH to present before Minister of Justice	Dec. 20112
<i>Prisons Act</i>	Sodomy, poor diet, violation of right to privacy, unconsented HIV testing and hampered access to health care in prisons.	Parliament to amend the Act to enshrine improved dietary conditions, right to access of health care and confidentiality of persons especially for PLHIV inmates.	CAPAH Members.	SHARe II to prepare technical notes with Prison Commissioner and hold a meeting with Minister of Home Affairs with CAPAH	Dec. 20112
<i>Industrial and Labour Relations Act</i>	Section 108 thereof does not include HIV status as one of the proscribed grounds for dismissal from employment.	Parliament to amend Section 108 of the Act to include HIV accordingly.	CAPAH Members.	Prepare technical notes for CAPAH to present to Minister of Labour	Dec. 20112
<i>Employment Act</i>	Rampant discrimination and stigmatization of PLHIV employees in the workplace.	"Lobby" Presidential Assent of the already approved Amendments to the Employment Act.	CAPAH Members.	SHARe II with CAPAH to meet with Minister of Labour and share resolution	Dec. 20112
<i>NAC Act</i>	The HIV/AIDS fund not active.	Need to set up and operationalize the already legally established Fund, via CAPAH Chairperson together with SHARe II meeting the Minister of Health.	CAPAH Chairperson & Dr Chanda.	Arrange for a meeting with Minister of Health together with CAPAH and NAC DG to agree on next steps	Dec. 20112
	Act has no subsidiary laws to make it operational	Propose to Minister of Health development of SIs			

This retreat was a major breakthrough in that more than fifty Parliamentarians gathered in one place to brainstorm on how to reform and improve the HIV-related legal and policy environment in Zambia to make it more supportive to PLHIV, those affected by HIV/AIDS, and to HIV programming. SHARe II is currently actively engaged with the legislators on the proposed next-steps. In making reference to one of the five pieces of legislation SHARe II is working on, the Deceased Brother's Widows' Marriage Act, one Legislator had this to say: *"It is amazing that in this day and era we can have such an archaic law which not only dehumanizes the widow as a person but it also strips them of the very foundation of respect and human dignity rendering them all the more susceptible to HIV infection. This law must be repealed without fail."* Table 4 below shows the overall FY2012 (Q1-Q4) achievements in the area of improving the HIV-related policy and regulatory environment.

*Table 4: Task 1. Improving the Policy and Regulatory Environment - – Selected FY2012 (Q1-Q4) Results*

Indicator	Number Reached (FY2012)				
	Male	Female	Total	Target	% Achieved
<b>1.7 Training in HIV-related case management</b>	<b>331</b>	<b>102</b>	<b>433</b>	<b>500</b>	<b>87%</b>
Judiciary	212	80	292	300	97%
Law enforcement officers	119	22	141	200	71%

## **Objective 2: Strengthen the Organizational and Technical Capacity of Coordinating Structures to Sustain the HIV/AIDS Response**

Under this objective, SHARe II strengthens the capacities of HIV/AIDS coordinating structures in both the public and private sectors, in umbrella civil society organizations, and in selected chiefdoms to coordinate, manage, and implement national and community-level HIV/AIDS responses. Activities include provision of technical assistance, including supporting the expansion of successful evidence-based interventions and use of best practices across sectors and advising on efficient and effective use of resources.

### **I. Strengthen the Capacity of NAC to Coordinate the National Response**

The mandate of Zambia's National AIDS Council (NAC) is to coordinate the multi-sectoral HIV/AIDS response in Zambia, including coordinating efforts within the public, private and civil society sectors as outlined in the National AIDS Strategic Framework 2011 – 2015. SHARe II supports NAC through providing a package of technical assistance including participating in NAC meetings, directorate-specific program planning and evaluations, theme groups and working groups. SHARe II also works to ensure that its project activities support NAC priorities as outlined in NAC's strategic and annual plans. A key component of SHARe II support to NAC focuses on building the capacities of NAC, PATFs and DATFs to coordinate the national response. During the quarter under review, SHARe II carried out the following activities:

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## **Support to NAC in the Training of Trainers on the District Coordination Toolkit**

In the quarter under review, SHARe II continued to support NAC to finalize the District Coordination Toolkit that both organizations developed in conjunction with selected DATFs during the previous quarter. The toolkit, which provides comprehensive guidance on the mandates, processes, and tools needed by DATFs to effectively coordinate the district-level HIV/AIDS response, is now complete and preparations for printing are in progress. However, the final draft of the toolkit is already in use. It has been shared extensively in draft form, and is already giving direction to the DATFs on how to coordinate and manage a sustainable district multi-sectoral HIV/AIDS response.

## **2. Strengthen Capacities of PATFs & DATFs to Coordinate the Provincial and District Level Response**

SHARe II provides technical support to strengthen the capacity of PATFs and DATFs to coordinate the nation's decentralized HIV/AIDS response, which is paramount in helping Zambia become a nation free from the threat of HIV/AIDS. During the quarter under review, SHARe II carried out the following activities:

### **Support to DATF Strategic and Operation Planning Processes**

The 2011-2015 National Strategic Framework (NASF), National Operational Plan (NOP) and Monitoring and Evaluation Plan guide the national HIV/AIDS response in Zambia. The original NAC intention was to implement the NASF at the local level through PATFs and DATFs. However, although Zambia has a generalized HIV/AIDS epidemic, epidemiology reveals the epidemic has geographic heterogeneity, particularly in the distribution of HIV prevalence and risk factors. Given this situation, NAC, with encouragement from SHARe II, has revised its original plan; it is now asking each district to develop an HIV/AIDS strategic plan derived from the NASF but tailored to each district's unique situation so that it can be more responsive to local needs.

To facilitate the district HIV/AIDS strategic planning processes, in the previous quarter SHARe II scaled up direct technical assistance to DATFs to develop district HIV/AIDS strategic plans. By June 30<sup>th</sup> 2012, 42% of DATFs (30 of 72) had submitted draft strategic plans for review and feedback from SHARe II. SHARe II continued this work in the quarter under review, facilitating strategic plan development in nineteen of the twenty DATFs it had planned to reach. As of September 30, 2012, 68% of DATFs (49 of 72), including thirteen of the fifteen DATFs in the pilot OCA certification program, had submitted drafts of strategic plans for review. During the next quarter, SHARe II will work with the remaining 32% of DATFs (including the two remaining pilot DATFs) to develop and submit drafts of their strategic plans.

### **Technical assistance to DATF Operational and M&E Plans**

NAC expects each DATF to develop both an annual operational plan and an M&E plan to bolster their ability to use the strategic plans they created. The operational and M&E plans are intended to

improve local response coordination and management by considering local epidemic trends; they aim to make the local HIV/AIDS responses more locally relevant and effective.

During the quarter under review, SHARe II supported the fifteen pilot DATFs to develop M & E plans and operational plans. Nine of the 15 pilot DATFs have submitted draft operational plans, including Choma, Kafue, Kalomo, KapiriMposhi, Livingstone, Mazabuka, Mkushi, Namwala, and Sinazongwe. All but one of the remaining pilot DATFs – Chongwe, Kabwe, Kitwe, Ndola, and Solwezi – have plans that are almost ready for submission.

DATFs and district stakeholders regularly report that they have tremendously appreciated the process of developing strategic, operational, and M&E plans, specifically because it has given them an understanding on how these documents are interdependent and relate to each other. For example, the Livingstone DATF Chairperson said, *"Initially this planning process was frightening to us... but it's amazing how easy it has turned out to be with technical support from SHARe II"*.

### DATF OCA-Certification Pilot Process

SHARe II is working with NAC and fifteen DATFs to pilot a DATF Organizational Capacity Assessment (OCA)-certification process, which empowers DATFs to improve and objectively demonstrate their capacity to coordinate the district-level HIV/AIDS response.

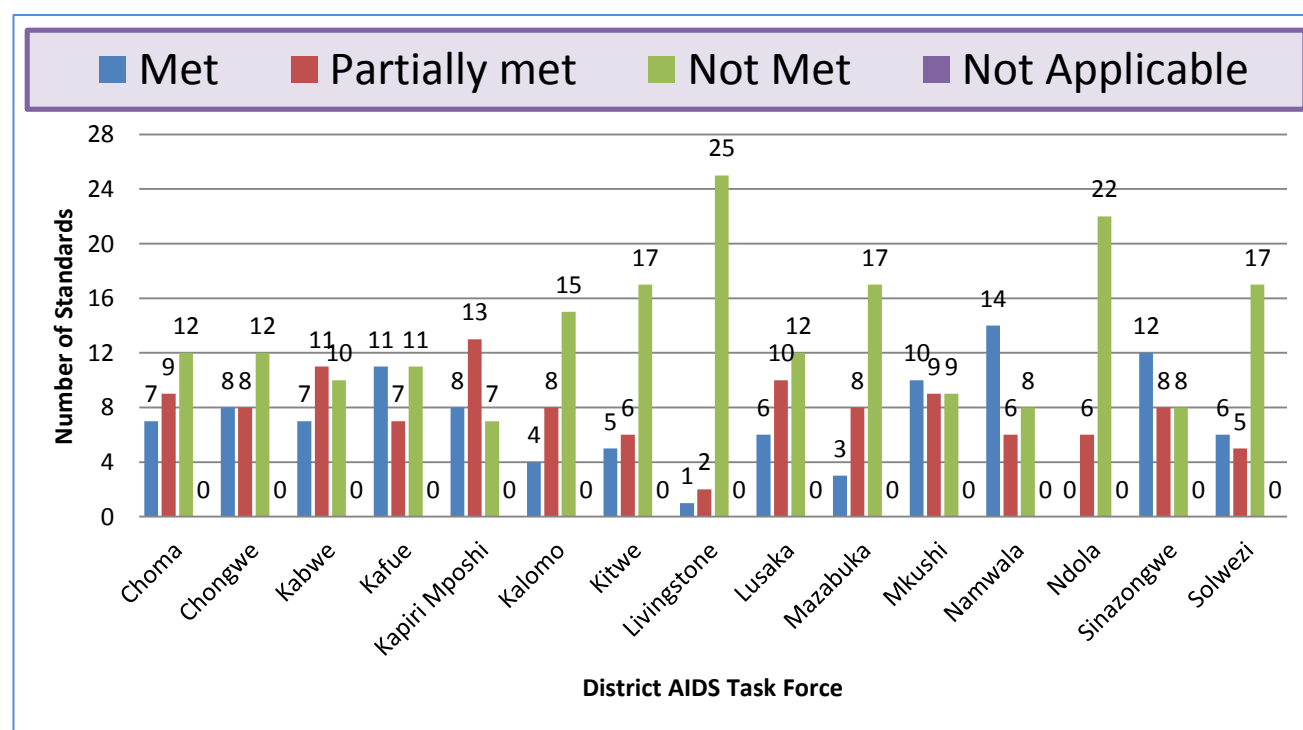


Figure 6: Results of the DATF OCA-Certification Follow-up (August 2012)

In the quarter under review, SHARe II, in collaboration with NAC, provided technical assistance to the 15 pilot DATFs in the implementation of action plans to address gaps in achievement of OCA-certification standards that were highlighted in the initial assessments. SHARe II also assisted DATFs in revisiting and revising their action plans to reflect the standards and performance



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expectations they still needed to work on. *Figure 6* above shows the progress the 15 pilot DATFs have made towards OCA-certification as of August 30, 2012. Namwala DATF had met the most standards (14 of 28, or 50%), followed by Sinazongwe (12 standards, or 42.8%), Kafue (11 standards, or 39.2%) and Mkushi (10 standards, or 35.7%). Ndola and Livingstone had met the fewest number of standards (0 and 1 of 28, respectively). However, progress is apparent even in these cases, as Ndola and Livingstone have recorded an increasing number of standards as “partially met” as compared with the initial assessment.

Also in this quarter, SHARE II’s comprehensive report on the baseline assessments conducted for the pilot OCA-Certification process that was drafted in quarter two was shared internally for review and refining. Finalization will be done in the upcoming quarter and the results will be shared with key stakeholders, after concurrence to print has been obtained from USAID. Besides provision of technical support, SHARE II engaged in an additional approach to strengthening the DATF systems this quarter. SHARE II collaborated with NAC to convene two regional meetings with the pilot DATFs. These meetings provided forums for DATFs to share the innovations and best practices that have helped them attain improved management performance. Overall, these gatherings had a catalytic effect on the performance of individual DATFs; DATF members were both encouraged and challenged by each other’s achievements. The forums also allowed NAC and SHARE II additional opportunities to offer on-the-spot technical support to DATFs and to provide mentorship to the PACAs, who are the key to sustaining the process of organizational capacity development within DATFs. Furthermore, the meetings gave SHARE II and NAC an opportunity to gauge the readiness of the fifteen pilot DATFs to undergo certification by external assessors.

In the next quarter, SHARE II and NAC will continue to work with the 15 pilot DATFs to prepare them for the external assessment on the defined standards. The draft of the document “Guidelines for External Assessors and Process Facilitators” is currently undergoing review within SHARE II after which it will be shared with NAC for concurrence. This document will be used in the training of external assessors, which is scheduled to take place in November 2012

***Supporting Selected DATFs to Monitor and Supervise Stakeholder Service Provision:*** As part of its support to DATFs to improve coordination of HIV/AIDS services provided by stakeholders SHARE II provided technical assistance to two DATFs in Western Province to supervise and monitor provision of HIV-related services, in collaboration with three SHARE II-supported chiefdoms. Through this support the Maano Anti AIDS Group in Nalolo Chiefdom and the Adolescent Reproductive Health Advocates (ARHA) in Mwandi and Naliele Chiefdoms reached an estimated 15,500 people with HIV/AIDS prevention messages. Additionally, SHARE II provided technical, financial and coordination support to Mkushi DATF so that it could offer effective leadership, coordination and management of HIV/AIDS activities during the Chibwelamushi traditional ceremony held in Mkushi and Serenje Districts in Central Province. During this activity, 1,856 people were reached with small group HIV/AIDS prevention interventions and 277 were tested for HIV and learned their HIV status.

***Pre-testing the Support Supervision Tool:*** In previous quarters, SHARE II developed a *support supervision tool* to assist coordinating bodies to monitor stakeholders’ adherence to national guidelines for HIV/AIDS service delivery and to make any necessary recommendations for technical support to the appropriate bodies. During this quarter, the tool was tested at the Zambia Police Paramilitary Division in Lilayi with members of Zaoneni HIV/AIDS Community



Project (LIPAZ) and ZINGO/Evangelical Fellowship of Zambia. Parts of the tool have also been incorporated into the District Coordination Toolkit as an additional tool.

### 3. Strengthen the capacity of civil society organizations to coordinate HIV/AIDS response in their sector

Some of the most significant achievements in the response to the HIV/AIDS epidemic in Zambia have been made through civil society implementers. Building on work began under SHARE, SHARE II works with national umbrella civil society organizations, associations, and chiefdoms to improve institutional capacity to coordinate, manage, and implement the national HIV response. A package of support that includes support to conduct OCAs, and based on the findings, technical assistance to improve capacities is provided to partners. Additionally, quality monitoring and support through performance standards, capacity building, certification, membership and coordination with AIDS task forces, and building resource mobilization skills is provided.

#### Support to the Network of Zambian People Living with HIV – NZP+

The Network of Zambian People Living with HIV/AIDS (NZP+) is a national organization for people living with HIV/AIDS. NZP+ and, by extension, the PLHIV response, has been under threat because the organization lacks funding, practices ineffective management, and has a poor public image. As a result, NZP+ has lost the support of many potential donors. In spite of this, NZP+, as the largest association of HIV positive people in Zambia, remains a critical stakeholder in the nation's fight against HIV/AIDS. As such,



Figure 8: Dr Joseph Kasonde, Minister of Health Launches the NZP+ 2012-2016 Strategic Plan

SHARE II has assisted NZP+ to draft its strategic and operational plans. During the quarter under review, SHARE II assisted NZP+ to officially launch its strategic plan. Hon. Dr Joseph Kasonde, MP, and Minister of Health, who launched the plan, graced the occasion. Other dignitaries in attendance were USAID Representative, Ms. Ky Lam; the Minister of Chiefs and Traditional Affairs and NZP+ Patron, Hon. Prof. Nkandu Luo, MP; and the NAC Director General Dr. Clement Chela.



Figure 7: USAID Representative Ms Ky Lam gives her remarks at the NZP+ 2012-2016 Strategic Plan launch

#### Support to the Council of Churches in Zambia

SHARE II provided support to the Council of Churches in Zambia (CCZ) to review their 2010 – 2012 strategic plan in order to prepare a new five-year strategic plan which includes a section on HIV/AIDS, for 2013 - 2017. SHARE II guided CCZ through a strategic planning process that

involved conducting in-depth interviews with key informants; leading focus group discussions with church leaders, women groups and youth; holding a key stakeholders meeting; and, finally, drafting the strategic framework.

Table 5 below shows the overall FY2012 (Q1-Q4) achievements in the area of strengthening HIV/AIDS coordinating structures.

*Table 5: Strengthen HIV/AIDS coordinating structures – Selected FY2012 (Q1-Q4) Results*

Indicator	Number Reached (FY2012)				
	Male	Female	Total	Target	% Achieved
2.1 Number of organizations provided with TA for HIV-related institutional capacity building			91	75	121%
2.2 Proportion of supported organizations that are able to meet a defined organizational performance benchmark			0	75%	0%
2.3 Number of organizations that have written and implemented referral networks			27/75	50%	36%
2.4 Number of organizations that have written and implemented M&E procedures			15/75	50%	21%
2.5 Number of individuals trained in HIV-related institutional capacity building	1,111	412	1,523	300	508%

### **Objective 3: Strengthen and Expand Workplace HIV/AIDS Programs**

Under Objective 3, SHARE II will expand access to workplace programs in the public, private, and informal sectors, and foster linkages and referral systems with community-level partners and implementers to expand access to HIV prevention, care, support and treatment services for employees, dependents and where feasible, to defined outreach communities, to reduce HIV-related employee absenteeism and, ultimately contribute to increased productivity.

A key lesson learned from the predecessor SHARE project is that management buy-in is a critical ingredient for successful workplace HIV/AIDS programs. Accordingly, a key aspect of the SHARE II approach is to obtain senior management buy-in for workplace HIV/AIDS programs both in the public and private sectors. SHARE II aims to support sustainable HIV/AIDS workplace programs and has engaged strategic partners towards this goal including the Zambia Federation of Employers (ZFE), Public Sector Management Division (PSMD), Zambia Congress of Trade Unions (ZCTU), Line Ministries leaders and private sector CEOs to improve leadership engagement and involvement in the HIV/AIDS response.

#### **Implementing the SHARE II HIV/AIDS Workplace Programs Core Package**

SHARE II is cognizant of the dynamic nature of the HIV/AIDS epidemic and the key advancements in the field of HIV/AIDS, including new science on treatment for HIV prevention and the benefits of treating the HIV positive partner in discordant couples irrespective of CD4 count. SHARE II workplace HIV interventions therefore need to be scientifically grounded in order to be relevant

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and effective. In the previous quarters, SHARe II finalized its training curriculum, handbook and manual that takes into account new scientific information and advances in the field of HIV/AIDS, in readiness for pretesting. SHARe II has also operationalized the Global Health Initiatives (GHI) principals and included other health-related topics in its training materials, with related expansion to its menu of services provided, where this is applicable. The operationalization of the GHI principals is a win-win for SHARe II and workplace HIV/AIDS programs; it will help to break the monotony of discussing HIV all the time as programs will now also focus on other health related issues such as family planning, nutrition and gender. The SHARe II core package of workplace-based HIV/AIDS services comprises:

- **Structural interventions:** Comprising formulation of workplace HIV/AIDS policies and leadership/senior management support to increase buy-in and support for programs.
- **Behavioral Interventions:** Comprising of Information and skills training aimed at increasing access to and uptake of HIV testing and counseling (T&C), male circumcision, PMTCT, and ART and condoms; decreasing number of sexual partners, particularly multiple and concurrent partners; supportive HIV disclosure and positive living and dignity; increasing number of sexual acts that are protected by condoms; reduction in alcohol and substance abuse, gender-based violence (GBV), and HIV-related stigma and discrimination.
- **Biomedical Interventions:** Provision of or referral to male circumcision services, HIV care and treatment services and ART, PMTCT and male circumcision (MC).

A key aspect will be social mobilization for HIV/AIDS prevention and HIV-related service uptake and extending services to defined workplace communities.

## **I. Expand and Replicate Efforts in the Private Sector Including Small, Medium and Large-scale Businesses, and the Informal Sector**

SHARe II supports selected private formal and informal sector partners to implement quality workplace HIV programs with increased focus on HIV prevention. Integral to these efforts will be support for sustainability and hand-over, encouraging supported partner workplaces to increase their investment over the life of SHARe II.

### **Private Sector HIV/AIDS Leadership Support**

**Support to the Zambia Federation of Employers (ZFE):** An effective coordination strategy is very important in making workplace HIV/AIDS work towards meeting their mandates and objectives. SHARe II has effectively brought ZFE to speed in mobilizing its membership in their review and subsequent development of programs for HIV/AIDS prevention, care, treatment and support. SHARe II has finalized its plans for skills development and technical support to ZFE and has held meetings with their Lusaka-based members to look at their HIV/AIDS programming activities and agree on areas for technical assistance from SHARe II.

In the period under review ZFE mobilized some of its members to work with SHARe II on their workplace HIV/AIDS programs in building better skills for program implementation. SHARe II through ZFE worked with ZamBeef Zambia and Professional Life Insurance management to sensitize their management and staff on HIV/AIDS and the benefits of workplace programs. The

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entire management (24 individuals) of ZamBeef received HIV/AIDS messages and strategies for implementing workplace programs. They also mobilized **578** of the **1,418** staff including the middle managers and supervisors for HIV/AIDS sensitization meetings in all the company branches in Lusaka and Chisamba. This action by management was a spontaneous initiative to familiarize their employees with HIV/AIDS information and it was done within a week after SHARE II discussed the magnitude of HIV/AIDS problems in Zambia and indeed on productivity.

There is a challenge in accelerating this work with ZFE members, as the number of companies needing support is large and ZFE doesn't have an adequate workforce to support this huge task. SHARE II is working closely with ZFE to support this work with the view of identifying potential trainers from among the big enterprises with resources to do this. So far the following companies- Barclays Bank, Standard Chartered Bank, Pamodzi Hotel, Zambia Revenue Authority, Armguard Security Ltd, Good Time Steel Company Ltd, Hotel and Tourism Training Institute Trust, Lusaka Water & Sewerage Company, National Airports Corporation, National Housing Authority, National Pension Scheme Authority, Spar Zambia Ltd, Zambia National Broadcasting Corporation, Zambian Breweries PLC, and Zambia National Building Society, ZamBeef and the 10 farms from Mkushi block of farms - will receive technical support from SHARE II in collaboration with ZFE. SHARE II is providing technical support to ZFE to finalize a schedule for the rollout of the implementation of the programs in these companies, and is also providing support to strengthen ZFE's capacity to coordinate the programs.

To strengthen the coordination of activities, ZFE members will meet once every quarter to share experiences and review HIV/AIDS programming activities. In addition, ZFE has discussed prospects of having an annual review meeting to review workplace HIV/AIDS programming with the senior management of these companies. It is proposed that these meetings will be attended by some of the company management teams, ZFE, ZCTU and the trade unions and representatives from the Ministry of Labor.

***Support to the Zambia Congress of Trade Union (ZCTU):*** In the private sector, SHARE II has held management meetings with Zambia Congress of Trade Unions (ZCTU) to agree on the collaboration strategies for supporting workplace HIV/AIDS interventions among its Unions and Employee constituencies. This is to help support the mobilization of employees to address HIV/AIDS and other health-related issues as part of the Unions support to employers. This is in line with the decent work program espoused by the Ministry of Labor and the International labor Organizations (ILO). ZCTU has 33 partner Unions representing various employment sectors in Zambia. The ZCTU secretariat works with the general secretaries of these unions when they do their collective bargaining and agreements for employee conditions of service. SHARE II is currently working on the modalities for technical support to the ZCTU that will focus at two levels of ZCTU's structural levels namely:

1. ZCTU secretariat and the managements of its member unions to address policy and incorporation of HIV/AIDS into their strategic and operational plans; and
2. The trade unions provincial shop stewards (union representatives at different workplaces) to address HIV/AIDS skills and program development issues including workplace HIV/AIDS programming.

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The need for workplace-based HIV/AIDS and wellness programs that promote good health-seeking behaviors among employees is important in preventing unnecessary disease burdens that compromise livelihoods and quality of life for workers and increase medical costs and production costs for employers. The extension of support to ZCTU by SHARe II will strengthen the links between the ZFE, ZCTU and the Ministry of Labor in enforcing effective HIV/AIDS programming in the workplace.

In addition to engaging ZCTU, SHARe II has also worked with a ZCTU affiliate union, the National Union of Plantations, Agriculture and Allied workers (NUPAAW) to engage farmers in the Mkushi block of farmers where 10 farms were engaged and 1069 workers were sensitized with HIV/AIDS messages with **553** staff undergoing testing and counseling and receiving their results. The Unions were in the forefront in the mobilization of workers through management and the approach worked very well. The result of the work led to some of the farms seeking closer linkages with the local DATF for ongoing support for the program.

In the next quarter SHARe II will provide technical support to ZCTU to work on a strategy for HIV/AIDS and wellness programs promotion and advocacy, and facilitate collaborative efforts between ZFE and ZCTU aimed at promoting good health-seeking behaviors among workers.

### **The Tourism HIV/AIDS Public-Private Partnership**

**Proposed Support to the Livingstone Tourism Association (LTA):** The work in Livingstone is growing and needs to be extended to the informal sector that is not covered by the PPP activities. SHARe II has identified the LTA to engage the small and informal tourism businesses in Livingstone to provide HIV/AIDS education through peer education and community social mobilization activities. The LTA has written a scope of work and asked SHARe II to support them in carrying out this work. SHARe has completed its work on the logistics for doing this and awaits feedback from USAID before we could proceed to sub-contract LTA in the next quarter.

**Support to Livingstone Tourism HIV/AIDS PPP Partners:** All the PPP partners in Livingstone that SHARe II has successfully re-engaged (Kubu crafts, Tongabezi, Tujatane community school, The River club, Bush tracks Africa, Wasawange lodge and tours, Sun hotels, David Livingstone hotel, Protea hotel, Rainbow tours Safaris, Wonder bake, Susie and Chuma, and Wilderness Safaris) now have trained peer educators who will reach out to a workforce population of **8,769**. In making the peer education program more dynamic in responding to social and education needs of staff, SHARe II is working with the PPP members to diversify their messages by including a variety of health programs in their activities. The Sun International and Kubu crafts have requested SHARe II to help them expand their workplace curriculum so that it is responsive to the other health needs of the workers. SHARe II has planned these activities for the next quarter.

**Extension of Programs to Defined Outreach Communities in Livingstone:** SHARe II has trained 64 Community mobilizers in community mobilization strategies for HIV prevention, care, treatment, and support from each of the four communities of Simoonga, Mukuni, Sinda and Sekute. The community leadership who have resolved to support the mobilizers at community level to facilitate their outreach to a population of 8,078 selected all the people trained. In the quarter under review, the mobilisers worked with community members to sensitize them on HIV/AIDS, Gender Based Violence (GBV) and early marriage for girls. They reached out to **6,692**



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individuals with **334** of these receiving HTC and test results. The outreach program also focused on strengthening communities' understanding of the links between some cultural practices, sexuality, and HIV/AIDS, and how this influences peoples' sexual health. Through these meetings, girls in one of the schools (Simoonga basic school) signed a declaration "*No sex after the last one I had, until I finish school*" and this seems to have worked successfully. Since the beginning of the year there has been a zero-pregnancy rate recorded at the school and none of the girls has entered into early marriage in contrast to the situation in the previous years.

***Support to the South Luangwa Conservation Association (SLCA) Tourism HIV/AIDS PPP:***

Thirteen tourism businesses have been recruited and have begun implementing workplace HIV/AIDS programs under SHARE II technical support. The businesses have a strong sense of team and synergy, and have come up with a small budget to support the coordination of the workplace HIV/AIDS program activities. The following companies/institutions are part of the SLCA Tourism HIV/AIDS PPP: *Kafunta Lodge, Norman Carr Safaris, South Luangwa Conservation Society, Chipembele lodge, Tribal Textiles, Kiboko Safaris, Croc Valley lodge, Mfuwe Lodge, Robin Pop Safaris, Shenton Safaris, Bakabaka Ltd, Flatdogs Lodge, Lion Camp, Kakumbi Community Resource Board (CRB), and the local ZAWA office.* SHARE II will complete the second phase of the training peer educators in the next quarter, which will include sensitization meetings to introduce the program in the camps and support the trained peer educators with a hands-on experience.

***Extension of the SLCA Tourism HIV/AIDS PPP Program to the Mfuwe Defined Outreach***

***Community:*** The community around South Luangwa has very limited access to HIV/AIDS services and limited employment opportunities (other than those provided by the lodges), therefore, extension of the SLCA Tourism HIV/AIDS PPP Program to benefit the local community where the tourism workers live is greatly needed. SHARE II is partnering with local organization to help extend programs, and SHARE II's involvement and subsequent transfer of HIV/AIDS programming skills to the local organizations will be of great benefit in enabling people to make informed decisions about HIV prevention and to access HIV-related services. Linking this work with the local District Health Office (DHO) will provide a sustainable avenue for promoting health seeking behaviors among the residents and hence reduce high levels of infection due to unprotected sex and Multiple Concurrent sexual Partnerships (MCPs). The local community through their chief is also willing to participate in the programs.

***Support to the Zambia Wildlife Authority (ZAWA):*** ZAWA has been very helpful in supporting SHARE II activities with the tourism businesses especially in linking SHARE II with the defined outreach communities in Mfuwe while in turn SHARE II continues to strengthen the ZAWA workplace HIV/AIDS programs. During the quarter, SHARE II had management meetings with ZAWA to strategize the operations of the program in the four National parks where SHARE II is working with ZAWA staff. Top on the agenda is provision of HIV/AIDS information to staff in the field by assigning peer educators to each group that goes out in the field for patrols so that staff continues to access information in the field. Generally ZAWA management has noted an upswing in the number of employee deaths and prolonged staff absenteeism - management believes HIV/AIDS is a contributing factor. The desired state for all ZAWA partner areas is to reach the level of the Livingstone ZAWA office, which reports that death rates and illnesses have drastically gone down partly as a result of a successful and vibrant workplace HIV/AIDS program. SHARE II will continue to support ZAWA partner offices in building their capacity to respond to the HIV/AIDS challenges among its workforce in the coming quarters.



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**Recruitment of Additional Tourism HIV/AIDS PPP Partners:** SHARe II has recruited more companies from Livingstone and Lusaka. *Radisson Blu, Chrisma, and Courtyard* hotels have been brought on board and would like to have some of their staff trained as peer educators. This is planned for the next quarter. These are self-referred partners who have approached SHARe II to support them implement workplace HIV/AIDS program. Information shared by workers in the participating tourism companies is being shared with staff in companies where SHARe II is not providing technical support, leading to these companies requesting for programs as well. SHARe II has also noted that peer educators from senior management who change jobs to other companies are also influencing their new employers to start a workplace programs – *Radisson Blu* is one such example, where a middle manager trained as peer educator was recruited from a hotel with a SHARe II-supported workplace HIV/AIDS program.

### Private Sector Small, Medium and Large Businesses, and Informal Sector Programs

In strengthening the HIV/AIDS workplace programs in the private sector, SHARe II works directly with selected workplaces, and also through Local NGO partners LEAD Program - Zambia Ltd (LEAD) and Zambia Health Education and Training Trust (ZHECT). LEAD focuses on the informal sector and ZHECT focuses on large to medium-sized enterprises in the formal sector.

**LEAD Workplace HIV/AIDS Programs:** LEAD Zambia Ltd is working with the informal businesses in selected chiefdoms and communities. In the quarter under review SHARe II continued to provide technical support to the program in building its capacity to address health related problems within their BizAids model for the informal sector. During the period under review, the program conducted a total of eight BizAIDS training workshops, in the Mungwi, Mansa, and Kalomo districts. LEAD Program also carried out HIV/AIDS sensitization meetings in Kabwe and Zambezi. HIV/AIDS sensitization meetings and CT went alongside the training workshops and **23,020** of the targeted population was reached with small group level preventive interventions that are based on evidence or meet minimum standards with **8,974** individuals receiving HIV counseling and testing services, and test results. The team also made follow up activities to the previously trained teams in Kabwe, Kazungula and Mansa.

The SHARe II workplace team continued to provide technical support to the program to ensure that the sensitization meetings and CT services were relevant to the audience with technically sound information. SHARe II is working on modalities to scale up the LEAD activities to the 35 SHARe II-supported chiefdoms. During the quarter, LEAD implemented programs in the Ndungu chiefdom at the invitation of Senior Chief Ndung'u. Senior Chief Ndung'u had heard of the BizAIDS model and wanted his people to benefit. In the coming quarters LEAD will continue to provide HIV/AIDS sensitization activities, mobile counseling and testing and the BizAids training workshops in Southern, North- western and Luapula Provinces with follow up activities in Southern and Northern Provinces.

**ZHECT Workplace HIV/AIDS Programs:** SHARe II has continued to work with ZHECT in building their HIV/AIDS technical and organizational capacity to implement HIV/AIDS programming for the private sector. ZHECT's workplace program works with the formal private sector and includes some mines, farms and production companies in a variety of products. In the previous quarters ZHECT had some performance challenges. With guidance from SHARe II,

ZHECT changed its implementation strategy and strengthened its presence in the companies. SHARE II worked closely with the peer educators and provided a lot of time mentoring them and providing on the spot supportive supervision. This increased the number of individuals reached. The team worked closely with the management of the companies to mobilize staff for HIV/AIDS sensitization meetings.

ZHECT has also taken on companies with large workforces like, Lumwana and Kansanshi mines, ZAFFICO, York Farm, Hotel Edinburg and North-western Water & Sewerage Companies. The baseline surveys in these companies have been done and work will commence in the next quarter. ZHECT has already agreed with management of these companies on the modalities of the workplace programs including some of their companies' selected defined communities. SHARE II will work more closely with ZHECT in the next quarter and hold regular meetings to monitor progress towards its implementation strategy. ZHECT has also been asked to provide a rationale in the next plans as to how they will work to meet targets. This will help with the monitoring of their performance.

*Training and Re-training of Peer educators:* During the period under review, ZHECT conducted one Peer educator training for Edinburg Hotel and Northwestern Water Supply and Sewerage Company. The trained peer educators have since started conducting their sensitization activities.



Figure 9: Taking HIV/AIDS services to hard to reach workplaces - ZAFFICO staff queue for VCT within the forest of Misundu A plantation

*HIV/AIDS Sensitization Meetings and HIV Testing and Counseling:* During the period under-review the peer educators and ZHECT staff were able to reach a total **5,503** people through small groups' interventions and one-on-one discussions and reached 1,069 MARPs with small group and individual HIV/AIDS interventions, while a total of **2,955** individuals received HTC and received their test results.

#### ***Informal Sector Workplace HIV/AIDS Programs - Engaging marketers and call boys in***

***HIV/AIDS education in Lusaka:*** In the period under review, SHARE II extended its workplace program interventions to the Lusaka-based markets and provided intensive HIV/AIDS sensitization meetings with the marketeers and their customers. SHARE II worked with Lusaka City Council (LCC) and the Ministry of Agriculture and Livestock (MoAL) to implement the program. SHARE II worked in 7 markets (Chaisa, Lusaka City Center, Old Soweto, Lubama, Katambalala, Buseko) and reached out to **19,639** individuals with HIV/AIDS sensitization messages. This was done through one on one discussion or small group discussions within the working environments of the marketers. Additionally **6,231** individuals were counseled, tested and received their results.

***SHARE II Technical Support to LEAD and ZHECT:*** SHARE II supported ZHECT in reviewing their program technical approach to workplace HIV/AIDS and wellness programming and in

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winning the confidence of the management of the enterprises with which they work. SHARe II also worked with ZHECT to conduct baseline surveys in these companies or enterprises so that the enterprises have evidence-based HIV/AIDS intervention responses.

## **2. Expand and Replicate Efforts in the Public Sector Including Continued Support and Expansion to Additional Line Ministries**

The public sector response to HIV/AIDS in Zambia has been extremely slow and lackluster. The predecessor SHARe project supported implementation of workplace HIV/AIDS programs in four (4) out of 23 line ministries. A key lesson learned from this experience is that the lack of a public sector HIV response strategy and related policies are significant barriers to the response. Additionally, public sector workplace HIV programs that did not have committed management struggled, whereas those that did thrive. SHARe II leverages SHARe success in supporting the Inter-Ministerial Stakeholders' Forum (IMSF), and supporting the 21 line ministries to mainstream HIV into their plans and programs. SHARe II is supporting the implementation of workplace HIV/AIDS programs in 8 ministries and 8 statutory boards out of the 21 line ministries.

Implementing workplace HIV/AIDS programs in the Public Sector continues to be a challenge due to the frequent changes of management and re-aligning of ministries. To manage this, SHARe II has intensified contact with the HIV/AIDS and Gender Focal Point Persons (FPP) in each Ministry and provided TA in developing strategies that are dynamic enough to move with time and the frequent changes including the formation of teams in from among staff and management so that even in times of transition, staff remain to implement programs. SHARe II's support to the Inter-Ministerial Stakeholders' Forum (IMASF) that brings all the 22 line ministries to mainstream HIV into their plans and programs is helping sharpen the programs' focus.

The approach taken by SHARe II of maintaining contact and discussing program implementation first with management and ensuring their commitment and buy-in, has continued to pay dividends in energizing public sector workplace HIV/AIDS programs. Additionally, PSMD continues to actively push the agenda of establishing a strong and technical coordinating mechanism in the public sector so that HIV/AIDS is given the right attention. With support from SHARe II, all the eight (8) partner Ministries are formulating or revising their workplace HIV/AIDS policies to provide an additional dimension of support for programs

### **Public Sector HIV/AIDS Leadership Support**

SHARe II has finally engaged all the partner management teams in the public sector to realign their workplace programs to incorporate a core package of services and establish a better coordination mechanism of the program. The HIV/AIDS focal point persons and program coordinators are participating in the IMASIF meetings to review their implementation strategies and learn from each other. SHARe II is working with PSMD to find their footing in the coordination mechanisms at province and district levels with existing NAC structures. In the next quarter PSMD will hold joint supervisory visits with SHARe II to public sector workplaces in the provinces as part of creating linkages to PATFs and DATFs for better coordination of programs.

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With the budgeting process now out of the way, PSMD is working with the Permanent Secretary (PS) at PSMD to engage Cabinet office to arrange an HIV/AIDS sensitization and workplace HIV/AIDS programming meeting for all the PSs in the public sector as a way of obtaining their buy-in and support for workplace HIV/AIDS programs. This should have happened in the quarter under review, but the PS at PSMD was transferred to cabinet office and the team had to start all over again to negotiate for this meeting with the new PS. Management buy-in is very important for workplace HIV/AIDS programs because it allows key management decisions to be made, that can be helpful for the programs. However, while this meeting is pending, some PSs in some of the public sector ministries have been engaged and are working on developing more active programs for staff both in Lusaka and in the districts. For example, the Ministry of Transport, Works, Supply and Communication PS has instructed the focal point person to draw up a program of action that will sensitize all staff including management on HIV/AIDS. A budget has already been drawn and SHARE II has been asked to help with the facilitation of the meetings.

However, even though some gains have been made, leadership commitment in the public sector response to HIV/AIDS in Zambia still remains a challenge.

### Government Reform of Public Sector Line Ministries

On-going re-structuring of Public Sector Line Ministries is affecting program implementation. This has continued and is affecting the workplace program negatively as some of the ministries have their budget with one ministry while their activities and administration is transferred to another ministry. Continuity of programs started with some of the ministries has been difficult to maintain. Leadership for the programs also keeps changing and obtaining management buy in of the workplace program is affected. Policy review and development is also affected by change and combining of ministries with different behavior characteristics. SHARE II has continued to engage high-level leadership and management to elicit support and ensure sustainable programs. To this effect SHARE II has had discussions with PSMD to work out a better plan for continuing the programs despite changes in management. SHARE II is therefore working more with the directors and departments in the ministries which are less disturbed by the reforms as these are technical officers and do remain in the departments even when ministries change.

### Ministry of Transport, Works, Supply and Communications Workplace HIV/AIDS Program

The Ministry has a HQ staff of 2,638. This Ministry is a result of a merger of two ministries that SHARE II used to work with. SHARE II technical support to the workplace HIV/AIDS program will maintain the departmental focus in order to adequately address the needs of the entire Ministry, and at the same time not lose momentum. The Ministry has departments with high numbers of young and/or mobile staff, and has prioritized HIV/AIDS sensitization. In the period under review, with SHARE II supported the Ministry reached **480** workers from government printers, buildings department, Civil Aviation department and the hostels board in Lusaka and Mongu with small group HIV interventions. The Ministry has also identified transport sector workers as having increased risk for HIV and has mobilized internal resources to address the HIV/AIDS issue in the sector. In the next quarter the ministry working together with SHARE II has planned an aggressive HIV/AIDS sensitization program with staff as part of its workplace HIV/AIDS program rollout.

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## Ministry of Agriculture and Livestock Workplace HIV/AIDS Program

Management discussions on the best way to effectively carry out HIV/AIDS workplace programs in the Ministry continued and SHARe II and the ministry have agreed to extend the work to the cooperatives and markets managed by the ministry as part of the external mainstreaming of the HIV/AIDS activities. Most of the Ministry staff working in the districts have a high level of interface with communities through the cooperatives and markets, therefore it is important to address HIV/AIDS from this end also. The fishing industry has been identified as the most affected by HIV/AIDS and the ministry has identified areas Mambova in Kazungula, Nsafya, Mpulungu, and the Kafue flats as areas needing intensive support. SHARe II will train peer educators among the extension workers of the Ministry to help provide support through external mainstreaming.

## Ministry of Home Affairs Workplace HIV/AIDS Program

The ministry comprises several departments namely: National Registration and Passports, Drug Enforcement Commission, Immigration Department, Prison Service, Police Service, Police Complaints Authority, Commission for Refugees, and the Headquarters. This forms a total population of 20,248 staff in addition to 16,000 inmates. In the period under review activities focused a lot on the following departments.

**Support to the Zambia Police Service Workplace HIV/AIDS Programs:** The Zambia Police Service (ZPS) is the biggest department in the Ministry and has been the most active in implementing workplace HIV/AIDS activities. In response to the Inspector General of Police's request for SHARe II to extend its technical support to the Police training institutions and camps, SHARe II's work now reaches out to **9,825** officers in selected divisions. In the period under review, the program reached out to **1,000** officers undergoing training (recruits) in the training police colleges and over **10,000** individuals among the Police staff and their families. HIV interventions included HIV sensitizations and assertiveness skills building through the Gender, Sexuality, and HIV/AIDS (GESHA) program. Facilitation teams were formed in each division to help with the sensitization meetings and SHARe II observed that the quality of facilitation for the providers is very good. SHARe II is confident that the Police are now well able to conduct their training sessions with minimal supervision.

**Support to Zambia Prison Service Workplace HIV/AIDS Programs:** With SHARe II support the Zambia Prison Service completed working on the strategic and operational plans for the health directorate and obtained consensus from all senior staff and some stakeholders. The service will be launching the strategic plan in the next quarter and has started implementing the plan. The directorate is now staffed with at least **30%** of the complement of staff and the HIV/AIDS coordination team has been established at all levels of the establishment. There is a coordinator at each region and in each prison as well. To support this process, SHARe II has facilitated the training of coordinators in program management and HIV/AIDS facilitation for high-risk groups such as inmates. This has led to the establishment of providers among staff assigned to specifically deal with HIV-related issues affecting inmates. SHARe II has also trained peer educators from among the inmates who conduct HIV/AIDS sensitization during lock-up times.

SHARe II's Most At Risk Populations (MARPs) program in the prisons reached out to **7,168** inmates from Copperbelt based prisons, Solwezi, Chipata, Nyimba, Kasama, Mansa, Mwembeshi,



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Isoka, Livingstone, and Mongu Prisons. Our experience with the Prison Service is that staff works under very difficult and resource-constrained conditions although their motivation for the work is high, and inmates often lack basic needs such as blankets and soap and have limited access to healthcare services. Most of the problems and infections that inmates complained of are preventable with simple hygiene practices. SHARe II has continued to urge the prison service to implement a 'weekly hygiene day' in each prison where inmates can work on their laundry and clean up cells where they sleep. The service should be able to provide soap and cleaning materials to facilitate this. Some prisons are implementing this and we have seen that the rate of waterborne diseases has gone down. The Prison Service has acknowledged this activity, if widely implemented, can improve the living conditions of the inmates, but notes that given current GRZ resource-constraints, this would require support from stakeholders and well-wishers to donate drugs or funds for the program. The prison service was encouraged to share the suggestions with the stakeholders at the next Prison Advisory and Advocacy Committee (PAAC) meeting.

**Support to the Immigration department:** The immigration department is the fourth largest department in the ministry and covers most of the Zambian borders. Following SHARe II discussions on the state of the program, management has now appointed a senior officer to oversee the workplace HIV/AIDS program. In the period under review, the service extended its HIV/AIDS program to the new recruits in the department. All the **180** recruits who were sensitized on HIV/AIDS prevention have graduated and been assigned jobs in different parts of the country. They will use the information they received to share with peers in the field. Immigration department peer educator performance is very good; SHARe II is confident that this program will be very successful.

### **Ministry of Finance and National Planning Workplace HIV/AIDS Programs**

In the period under review, SHARe II continued providing support to staff sensitizations on HIV/AIDS. The ministry has devoted most of its efforts in reviewing and conducting a baseline survey in order to come up with a workplace HIV/AIDS policy that speaks to the needs of the ministry. In the next quarter a draft policy will be presented for review and adoption.

### **Ministry of Commerce, Trade and Industry Workplace HIV/AIDS Programs**

The Ministry of Commerce, Trade and Industry (MOCTI) has five statutory bodies namely: Competition and Consumer Protection Commission; Zambia development Agency; Weights and Measures Agency; Citizens' Economic Empowerment Commission; Patents and Companies Registration Agency; and Zambia Bureau of Standards. The ministry and its board have a committee on HIV/AIDS that incorporates the coordinators from the boards. During the last quarter, SHARe II conducted a program sensitization meeting on HIV/AIDS programming with **18** senior managers of both the ministry and its boards, which the Permanent Secretary (PS) attended. During the quarter under review, SHARe II provided supportive supervision to the peer educators as they rollout the program.

### **Ministry of Information and Broadcasting Workplace HIV/AIDS Program**

Government has continued its reform program on the ministries and their departments and this has caused some problems in terms of effective engagement of the leadership in these ministries



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to take up the HIV/AIDS program activities. The department of labor had been moved from the ministry of Labor, Gender, Youth and Child development to Information and Broadcasting. With this kind of restructuring, budgets and funds take time to follow the department to its new Ministry and as such many programs, HIV/AIDS programs included, remain unfunded for some time. During the quarter under review the DOL was yet again moved to re-form the ministry of Labor and Social Security. This caused further challenges for program implementation.

### **Ministry of Justice Workplace HIV/AIDS Program**

As the case is for all ministries, the period since September 2011 has been an extremely busy one for the Ministry of Justice (MOJ) and SHARE II has not yet had an opportunity to meet with its senior management. However discussions with the HIV/AIDS Focal Point Person (FPP) have been held, and through the FPP, the Ministry has requested that SHARE II include the Judiciary in its support to the Ministry's workplace HIV/AIDS program. SHARE II has already been in touch with the Judiciary, and plans are under way to strategize how the workplace program will impact on the Judiciary workforce. Due to the nature of the Judiciary departments the SHARE II workplace program is working collaboratively with the SHARE II Legal and Policy unit to ensure a coordinated approach and implementation strategy that equip the judiciary with necessary skills and information to assist in their adjudication of HIV-related cases, while at the same time to work on building staff capacity to address HIV/AIDS in their own lives. During the quarter under review, SHARE II provided supportive supervision to the peer educators as they roll-out the program.

### **Gender and Sexuality in HIV/AIDS (GESHA) and Positive Action by Worker (PAW)**

**Gender and Sexuality in HIV/AIDS (GESHA) Program:** The implementation of the GESHA program in the predecessor SHARE program led to greater success for public sector workplace programs. GESHA allowed open discussions on the drivers of the HIV epidemic in Zambia, including MCPs, alcohol abuse, and sexual violence against women and girls, in the context of the gender, sexuality and the cultural environment. GESHA has assisted workplaces and communities to develop HIV interventions that are relevant to their local situations to address these drivers and come up with collective and individual actions to reduce HIV vulnerability. The workplace provides a safe haven where discussions on gender, culture, and sexuality can openly take place between workmates, couples and community members, without fear of sanctions from cultural standard-bearers

Elements of the GESHA program have already been integrated into the peer education program, greatly facilitating expansion of the program to several workplaces. Peer educators now have a more comprehensive approach in HIV/AIDS education and have opened up discussions on the drivers of the HIV epidemic in Zambia, including Multiple Concurrent Sexual Partnerships (MCP), Alcohol abuse, and sexual violence against women and girls, in the context of the gender, sexuality and the cultural environment and therefore assist workplaces and communities to develop HIV interventions to address these drivers that are relevant to their local situations.

**Positive Action by Workers (PAW) Program:** PAW established under the predecessor SHARE project is the first-ever support group for public sector workers who are living openly with HIV. In an environment where stigma and discrimination are still very prevalent and disclosure of positive HIV status is still very rare, PAW is groundbreaking. PAW is breaking the thick wall of silence surrounding HIV infection in Zambia, among workers. It challenges the status quo of low

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disclosure of positive HIV status by openly showing the face of HIV in the workplace. The face of PAW shows that workers living with HIV are our friends and colleagues. The face of PAW shows that workers living with HIV are as productive as other workers. By participating openly and fully in workplace HIV/AIDS programs PAW is letting workers living with HIV know that there is no need to suffer in silence and isolation. PAW ensures that HIV interventions are responsive to the needs of workers living with HIV, and are in line with and supportive of broader national HIV prevention, care, treatment and support goals. Perhaps some of the most significant achievements have been on the individual level. Many PAW members testify to changed lives - the simple freedom of not needing to hide taking their medication; the security of knowing that support from other PAW members is there when they need it; and how PAW has been a positive influence on their lives. PAW members who are peer educators have been instrumental in ensuring workplace HIV/AIDS program are successful; they speak and operate from an informed position and a position of HIV experience, and are very effective advocates and change-agents

**Zambia Police Service and Zambia Prison Service GESHA Programs:** The GESHA program currently caters for Police and Prison staff and spouses on the Copperbelt towns and the provincial headquarters. To make the program more effective and responsive to the needs of the participating institutions, some topics on GESHA have been integrated into the peer education program, which has greatly facilitated the expansion of the program to several workplaces. Peer educators now have a more comprehensive approach in the delivery of HIV/AIDS education and have opened up discussions on the drivers of the HIV epidemic in Zambia in the context of the gender, sexuality and the cultural environment. During the quarter under review, SHARe II trained core teams of personnel from the Zambia Police Service to implement the GESHA program in the service. These comprised

- *The Policewomen Network* comprising police female officers working on gender equity issues in the service. They work with female officers to enforce assertive behaviors and competitiveness at work in order to overcome barriers that hinder their progress in the service. The GESHA program gave them skills for improving sexual health communication and assertiveness to challenge male dominance and the perceived male masculine behaviors.
- *Nkwazi Police Women Club* comprising female spouses of police officers in the camps, which bring women together to address health and business related issues. The training provided assertiveness in sexual decision-making, safer sex negotiation skills and HIV prevention.
- *GESHA Support and Facilitation Teams* from the police camps comprising spouses of police officers working to coordinate the GESHA information sharing forum in the various camps in Lusaka. This group engages the police community in the camps to address gender, cultural and HIV/AIDS among couples. They bring together the police and their spouses to discuss a variety of issues ranging from HIV/AIDS, sexuality, to cultural influences on behaviors.

In the Prison Service, a few high-population prisons have been selected for a modified GESHA program aimed at training inmates in how to handle issues of sexuality, tattooing practices and gangs in the prisons, in the context of HIV/AIDS. Pilots of the program have been implemented in the Livingstone, Lusaka Central, Kamfinsa and Kabwe prisons – lessons learned will be used to improve the program for possible scale-up.

**Positive Action by Workers (PAW) Program in the Public Sector:** All the public sector Ministries supported by SHARe II have introduced to the PAW program. PAW strategies continue to attract more workers living with HIV/AIDS to openly join the fight against HIV/AIDS and stigma

in the workplace. PAW provides skills training and support for engaging other staff in HIV/AIDS care, prevention and treatment. Due to the high demand for PAW training by workers living with HIV, SHARe II has segmented these groups into districts and training is being provided at district level instead of bringing them into central training facilities. In this quarter, SHARe II supported the PAW facilitators that were trained in the last quarter in the training and sensitization activities within their various Ministries. They are sharing information on various issues that affect PLHIVs and their families such as denial, stigma, and discrimination or general discussions on risky behaviors among the people that are living with HIV. The PAW facilitators and other trained HIV positive workers that are open about their status are facilitating HIV sensitization meetings within their workplaces. The facilitators in the Ministry of Agriculture and Livestock, Department of Immigration, Zambia Prison Services and the Museums are among some of the PAW members that have been supported by their Workplace Focal Point Persons and their direct supervisors to engage in activities within the overall workplace HIV program. In some workplaces, the program has been extended to defined communities where the PAW Peer supporters are following up PLHIVs in their communities or workplaces and reaching them through sensitization with messages that promote the prevention of HIV transmission. PAW meetings address issues affecting PLHIV such as ARV side effects, HIV discordancy, poor and inconsistent use of condoms among HIV positive couples, abuse of alcohol among people living with HIV, challenges with nutrition and diet, poor adherence to treatment, and the desire by some HIV positive couples to have children and other reproductive health issues. In the prison service where a PLHIV support program modeled after PAW is being implemented the program among inmates is working well and building momentum.

Table 6 below shows the overall FY2012 (Q1-Q4) SHARe II PEPFAR achievements, with the largest contributions coming from SHARe II workplace HIV/AIDS programs.

*Table 6: SHARe II PEPFAR achievements - FY2012 (Q1-Q4) Results*

	Male	Female	Total	Target	% Achieved
P7.1.D Number of People Living with HIV/AIDS (PLHIV) reached with a minimum package of Prevention with PLHIV	2,720	1,003	3,723	2,000	186%
P8.1D Number of the targeted population reached with individual and/or small group level preventive interventions that are based on evidence and/or meet the minimum standards required	7,367	124,357	131,724	100,000	132%
P8.2.D Number of the targeted population reached with individual and/or small group level preventive interventions that are primarily focused on abstinence and/or being faithful, and are based on evidence and/or meet the minimum standards required	6,716	31,508	38,224	30,000	127%
P8.3.D Number of MARP reached with individual and/or small group level interventions that are based on evidence and/or meet the minimum standards	26,327	1,831	28,158	8,000	352%
P10.2.D Number of individuals in the work places reached with workplace HIV programs with at least one of 4 critical components	45,447	38,401	83,820	85,000	99%
P11.1.D Number of individuals who received Testing and Counseling (T&C) services for HIV and received their test results	24,550	13,714	38,264	20,000	191%

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## **Objective 4: Strengthen Collaboration and Coordination of HIV/AIDS Activities with the GRZ, USG-funded Partners, and other Stakeholders**

Under this objective, SHARe II will provide technical assistance to GRZ through NAC to improve collaboration and coordination of the HIV/AIDS response across multiple partners and stakeholders, including providing support for joint-planning, developing and maintaining a monitoring system that will track leadership, legal and policy environment strengthening, coordinating structures strengthening activities, and support to improve monitoring and evaluation for national HIV/AIDS activities.

### **I. Support Joint Planning with and Buy-in of Programs of HIV Implementers and Stakeholders to GRZ Plans and Strategies**

With a mature HIV/AIDS epidemic that has stabilized at a very high HIV prevalence rate, and with limited resources to manage the response, there is a high premium on efficient and effective response coordination and management to ensure quality and equitable service provision to PLHIV and those affected by the epidemic, and to break the cycle of HIV transmission and prevent new infections. To achieve this, there is need to have a clear and publicized HIV/AIDS response strategy, backed by an effective system of communication and information flow between the MOH and NAC on the one hand and other key stakeholders in the response including donors, NGO implementing partners, civil society, the private sector and the public sector.

SHARe II believes that some of the current coordination and management challenges in NAC are related to inadequate communication with donors, implementers, GRZ and other players. We plan to support NAC to host regular stakeholder meetings (2-3 times per year) at the national level and in selected focus districts to provide updates on the state of the national and local HIV/AIDS responses, respectively, and gather input from participants to help improve performance. The expected result from this support is that donors, implementers and other key players in the response, at both national and sub-national levels, will become more aware of the policy, strategic, operational expectations and milestones of NAC in the HIV/AIDS response, and align their policies, strategies, and action plans to NAC through joint planning and improved communication.

#### **Support to NAC Coordination of the National HIV/AIDS Response**

During the previous quarter SHARe II developed and submitted a concept paper on the implementation of the HIV/AIDS Stakeholders Forum. During the previous quarter, SHARe II followed-up with NAC to work on next steps – NAC has not yet made a decision on this. SHARe II will continue following up when a new NAC DG is place. This will take place next quarter.

#### **Support to USG Bilateral Partner Workplace Programs**

During the previous quarter SHARe II began working on an implementation framework for this aspect of its scope of work. The work will be led by the SHARe II PLHIV manager and will be

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implemented through a phased intervention that will begin in November 2012 with USAID partners, and later scaled-up to other USG partners.

## **IV. Monitoring and Evaluation**

During the quarter under review, the M&E team continued to provide on-going support to the technical teams and partners and continued analysis on the baseline survey data for the technical components. The quarter's activities are described below:

### **M&E Support Activities to the SHARe II Secretariat Units**

The M&E team has provided support for technical activities, including collecting and analyzing baseline data in the chiefdoms, PLHIV support groups, and workplaces; providing support in general monitoring and evaluation; and implementing and analyzing a pre- and post-test for the school-based musician-led sensitizations conducted in fifteen local, secondary schools in Lusaka.

The M&E team has designed a quasi-experimental evaluation that uses mixed qualitative and quantitative methods to evaluate SHARe II's Task I Leadership work in the chiefdoms. The research proposal is awaiting final IRB approval for the quantitative baseline Knowledge, Attitudes, and Practices (KAP) assessment to be conducted with headmen (in local languages) from the nineteen Phase One chiefdoms. Data collection will run from October – December 2012. Pending additional funding, this KAP will also be piloted with households in two of the 19 chiefdoms in 2013. Analysis of the qualitative baseline data on chiefdom focus group discussions (FGDs) is ongoing.

The M&E unit also provided support to the HIV/AIDS Leadership team by evaluating the school-based musician-led sensitization intervention. The M&E team developed an evaluation tool which was used pre and post activity to collect data on the students' knowledge and perceptions of HIV. Analysis will be conducted and a report will be developed in the next quarter. Support to the HIV/AIDS Legal and Policy team during the quarter included ensuring trainings were evaluated through pre and post training tests, revising targets, and improving the tracking tool for pieces of legislation and policies. The M&E team worked closely with the HIV/AIDS Coordinating Structures (CS) to train the DAFTs and PATFs from the 15 OCA certification pilot districts in the formulation and development of Monitoring and Evaluation plans. The trainings were designed to help the DATFs meet the Monitoring and Evaluation Performance standard, which is a requisite to achieving certification.

The M&E team also provided much support to Workplace HIV/AIDS Programs team. The Zambia Prisons Services (ZPS) headquarters in Kabwe were visited to review the M&E system and provide technical assistance in data collection, data management, and reporting. Additionally, the M&E team continued working with the Zambia Police service, specifically revising the reporting format for the Zambia police service to make it more user-friendly and enable it to capture key information. The proposed reporting format has been sent to the ZPS HIV/AIDS secretariat for their comments and approval. In addition, the M&E team is drafting the Knowledge, Attitudes, and

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Practices (KAP) and HIV Focal Point Persons Situation Analysis (SA) reports based on data that were collected from selected private and public sector workplaces in all districts apart from Luapula and Western provinces. Data analysis and a draft report will be completed and submitted.

The M&E unit continues to refine the project data management system, which aims to improve SHARe II's efficiency in data and program management. The data management system is comprised of multiple data sources, including a project database used to track program implementation as well as PEPFAR databases used to collect PEPFAR indicators from both internal and external data submitters. An M&E unit staff meets with each technical team monthly and with sub-partners quarterly to verify the activities that have taken place as well as identify any support needed for upcoming activities. To ensure SHARe II collects and maintains accurate data, the M&E unit staff is also responsible for conducting Data Quality Assessments (DQAs), which have been integrated into the ongoing work plan. During the quarter, DQAs were conducted with sub-partners LEAD and ZHECT (Lusaka-based organizations), and with internal SHARe II technical teams.

## **M&E Support to SHARe II Partners**

In the period under review, SHARe II continued using the PEPFAR indicator database, which was shared with SHARe II's partners. This has enhanced the quality and accuracy of data the partners send on a monthly basis to SHARe II. The SHARe II M&E team also holds quarterly meetings with each partner to review the performance on various indicators on which they are reporting.

SHARe II has been offering monthly database trainings to LEAD and ZHECT in Access 2010 since last quarter. This training will conclude in the next quarter.

**LEAD:** The SHARe II M&E team conducted a Data Quality Assessment (DQA) of LEAD data. The data was found to be in good order and the numbers for all indicators matched what they had submitted to SHARe II.

**ZARAN:** The SHARe II M&E team evaluated the judiciary training in HIV-related case management through pre and post-tests.

**ZINGO:** SHARe II has continued providing extensive support to ZINGO on how to report on PEPFAR indicators (P8.1D and P8.2D).

**ZHECT:** SHARe II worked closely with ZHECT in ensuring accurate and timely data collection. DQAs were conducted in the Lusaka-based workplaces that are under ZHECT. SHARe II provided technical support on site.

## **V. Finance and Administration**

### **Contract Award, Planning & Budgeting**

JSI received a modification to the SHARe II Task Order dated 31 January 2012, which increased the obligated funds from \$5,950,000 by a further \$5,950,000, to \$11,900,000 to fund the project through January 2013. An additional obligation of funding is anticipated to be required by the



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project by January 2013 and a projected pipeline together with an obligation request will be submitted to USAID early November 2012.

## **SHARe II 2012 and 2013 Targets**

The SHARe II proposed targets for 2012 and 2013 were submitted on January 17, 2012. Official USAID approval of the SHARe II proposed targets has not yet been received, but USAID used the proposed targets for the SAPR reporting period – SHARe II assumes that the targets have been approved.

## **SHARe II Work-Plan**

SHARe II submitted the annual workplan for the year-ended December 31, 2012 to USAID on December 15, 2011. Approval of the workplan has not yet been received from USAID. The workplan assumes that the current obligated funding will run through December 2012 and activities are being implemented on this basis, in accordance with the submitted annual workplan, pending approval or any formal communication from USAID. Planning for the 2013 workplan is expected to commence during the second week of November 2012 and the final workplan for 2013 will be submitted to USAID by the due date of 15 December 2012.

## **Staffing and Recruitment**

### **Key Personnel**

All key personnel remain in post and no changes in key personnel are envisaged in the near future.

### **Other Local Hire Staff**

*Advocacy and Community Mobilization Manager & Gender Integration Manager:* A request for approval to combine these two positions into one Gender and Advocacy Manager is pending with the Contracting Officer.

*Leadership Manager:* A request to establish and recruit an additional position under the leadership team is still pending with the Contracting Officer

*Communications and Documentation Interns:* A US Intern, partly funded from JSI overhead, Deanna Tollefson, started working with the SHARe II team in August for a six-month period. In addition a local intern, Ms Mukonda Banda also started work with SHARe II in August for a six-month period to work closely with Deanna throughout this period.

## **Procurement: Vehicles and Equipment**

### **Project Vehicles**

SHARe II will request for purchase of two additional vehicles in 2013. These are already provided for in the approved SHARe II budget.

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## Computers and IT requirements

The VSAT antenna has been installed in the quarter under review and has helped to improve consistent email communication facilities for the office.

The office generator is in the process of being installed.

## VAT Relief from Local Purchases

SHARe II under the direction of USAID has now obtained a Local Purchase Order (LPO) Book from ZRA and is using this to obtain VAT relief from local purchases. It would appear that only invoices in the name of SHARe II can obtain VAT relief through this new system and we are therefore unable to obtain VAT relief for purchases made by our sub partners with SHARe II funding. We have raised a query with USAID as to how to handle this and are urgently awaiting a response.

## Sub-Partners

### Local Sub Partners: ZHECT, ZINGO, LEAD-Program Zambia, ZARAN

Work under sub-grants to partners ZINGO, LEAD, ZHECT, and ZARAN is continuing.

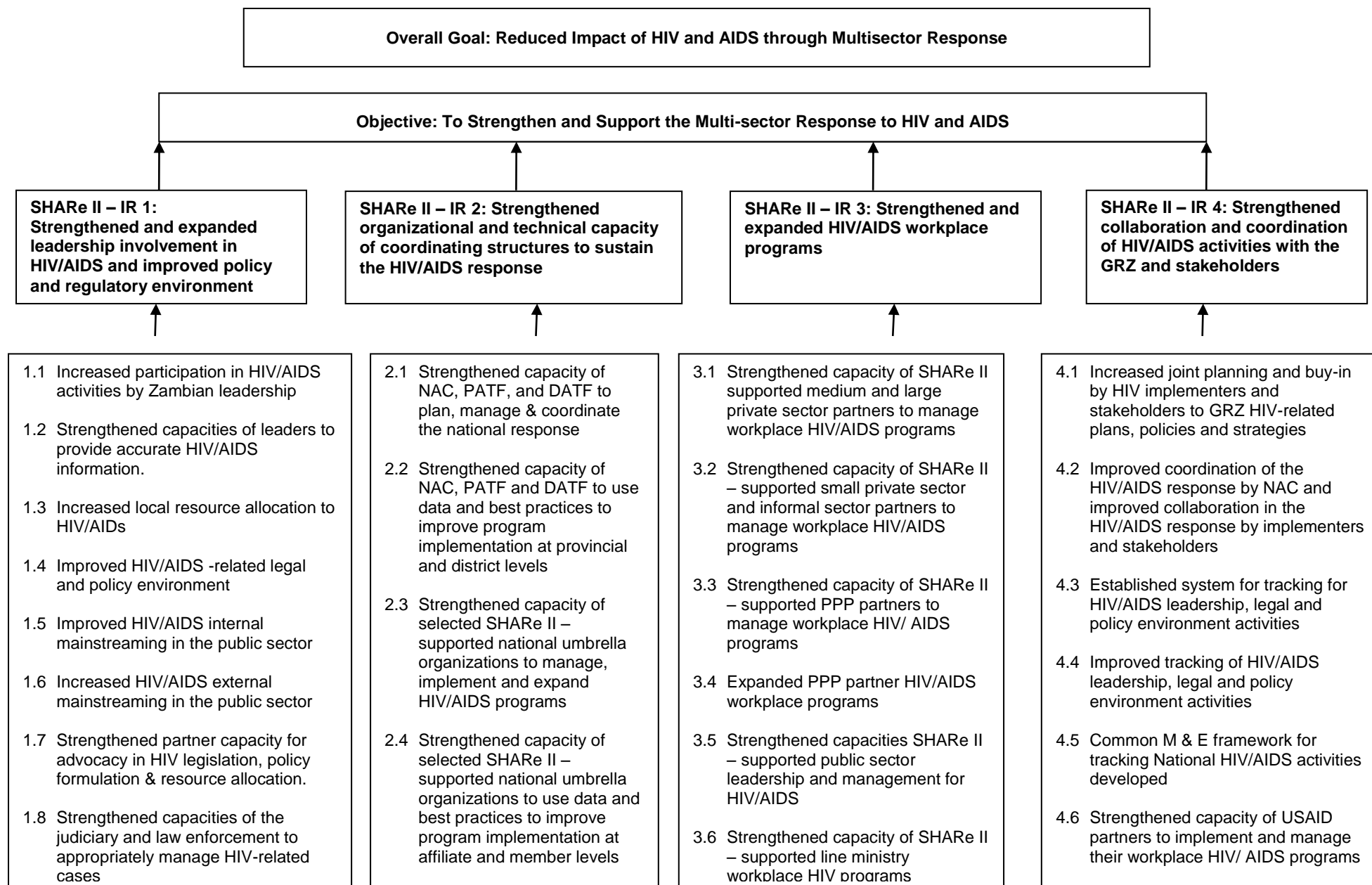
The ZHECT audit, for the five years ended March 2012, contracted in accordance with the USAID “Guidelines for Financial Audits Contracted by Foreign Recipients (Guidelines),” is still ongoing. SHARe II awaits notification of the completion of the audit and expects to attend and exit interview with ZHECT, auditors Price Waterhouse Coopers (PWC), and representatives from other Prime partners as soon as notification of this is received.

SHARe II has submitted a proposal to sub-grant to the Livingstone Tourism Association, to USAID for approval during the period. The approval is still outstanding, pending some additional information requested by the COTR.

## **VI. Appendices**






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## Appendix I: SHARe II Results Framework



## Appendix II: The State of SHARe II Focus HIV-Related Laws

Chart Showing Advancement of Key Pieces of Legislation through the Legislative Process from November 2010 to June 2012

Stages in Legislative Process	Pieces of Legislation					
	Employment Act, Cap 268	Deceased Brother's Widow's Marriage Act, Cap 57	Anti-Gender Based Violence Act, No 1/2011	Industrial & Labor Relations Act, Cap 269	Prisons Act, Cap 97	
Presidential Assent						
Third Reading						
Report Stage						
Committee Stage						
Second Reading						
First Reading						
Preparation						
Notes:	Sent for Pres. Assent Q1 2012	Prep with CAPAH and others	Bill Passed April 2011	Prep with CAPAH and others	Prep: still internal to SHARe II	